Northern Saskatchewan

Regional Training Needs Assessment Report

June 2000

Northlands College

Northern Labour Market Committee

Region One
CanSask Career and Employment Services

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Northern Saskatchewan

Regional Training Needs Assessment Report

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For Regional Services Branch,
Post-Secondary Education and Skills Training
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Cover photo: logging near Pinehouse 1998-99. Source: Saskatchewan Northern Affairs, La Ronge

Source: Saskatchewan Post-Secondary Education and Skills Training, La Ronge, Sk.

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Executive Summary

Purpose

Regional training needs assessment is an annual process undertaken by regional colleges and CanSask Career and Employment Services in Saskatchewan to look at emerging jobs and training needs of local labour markets and to find ways to address those needs through partnerships.

In the northern half of the province, training programs and career and employment services are delivered by Northlands College and CanSask Career and Employment Services, Region One. The Northern Labour Market Committee, a partnership of industry, governments, economic development, training and community agencies, provides a forum to discuss emerging local labour trends and training requirements. Together, these three agencies provide a partnership approach to implementing programs and strategies to meet those needs.

Process

Information was collected from many sources to determine current and future labour market activity in the major industry sectors in the north. Northlands College met with community representatives, economic development agencies, industries, and funding agencies to determine local training needs and priorities, based on these labour market trends. Northlands College Board finalized its foundation programs for the upcoming year according to the priorities of communities and funders and the activity in northern industries.

Growth Sectors Identified

Resource-based industries dominate the labour market in the northern region.

- The northern **mining** industry will continue to be a major industry and employer in the north. It provides employment for over 1,300 northerners, wages in excess of $20 M to northern workers and over $180 M to northern companies and joint ventures. The mining industry is in transition to a new generation of uranium mines that will require fewer workers but workers with higher skills than the previous open-pit mines. The mines operate under a "northern preference" strategy, which has created training and employment opportunities in the mineral industry for local residents. The oil sands expansion near Fort McMurray offers potential for residents, particularly Aboriginal northerners, who have equipment operation or trades skills or an engineering education. The Mineral Sector Steering Committee partnership (a subcommittee of the Northern Labour Market Committee) plans and delivers training for the mineral industry under the Multi-Party Training Plan Agreement.

- Opportunities will grow for northern companies and workers as a result of the new **forestry** strategy. The strategy will stimulate the development of new northern-based forestry mills and will require new projects in the north to have Aboriginal partners. Because of more sophisticated machinery and automation, the industry will require fewer occupations with a

physical labour component, fewer workers to operate new equipment, and higher skill levels in their workers. A total of 2,500 new positions are tentatively forecast for the next 3-5 years. A partnership approach for planning and delivery of training for the forestry industry is being developed under the Forestry Training Committee (a subcommittee of the Northern Labour Market Committee).

- **Construction** activity is expected to grow over the next few years as a result of government programs and growth in forestry and mining. The increase in demand for construction workers for new forestry sawmills and value-added plants will be more gradual than originally anticipated and will allow training agencies to better prepare for the expected demand. The labour shortage of skilled workers needs to be addressed by attracting and training new employees, as well as through re-training and upgrading of skills of existing workers. A Northern apprenticeship Committee is working to increase the employment and training opportunities for trades persons in the northern region.

- The development of several northern communities into regional service centres has fostered the growth of new business ventures that offer **personal and business services** previously not available north of Prince Albert. In order to meet the projected growth in **tourism**, the northern region must develop a marketing strategy and a well-trained workforce. National shortages of **nurses** and **teachers** are expected to have an even greater effect on the north because of our inability to compete with larger centres that can offer more amenities, and because of a growing demand from our growing population. A partnership approach for planning and delivery of training for health careers is being developed under the Health Training and Employment Committee (a subcommittee of the Northern Labour Market Committee). A national shortage of **pilots** and **aircraft mechanic engineers** is also being felt in the northern region. The upcoming expansion of the forestry industry will create employment opportunities for local **truck drivers** and owner-operators, offsetting the decline in mine-related hauling.

Demographic Issues Identified

Many northern families manage on low incomes or on incomes below the poverty line. Over half of all women have dropped out of the labour force. A large proportion of northern adults lack the minimum education to gain employment. The majority of employment for males and females is part-time/seasonal work where they earn significantly less than the average provincial incomes. A large number of the population does not participate in the labour force at all and instead receives federal and provincial social assistance.

Youth in the northern region are at a greater disadvantage than youth in other areas of the province. On average, more children are living in poverty and have a higher incidence of poor school attainment. Two-thirds of northern youth have dropped out of the labour force or have never entered the labour force. The one-third of northern youth who are participating in the labour force face unemployment rates at double the provincial youth rate.

Positive changes are happening in the north, despite barriers of poverty, unemployment, and low educational attainment. More young people are staying in school longer and achieving their grade

12 diplomas. The education gap between northern adults and provincial averages is shrinking slowly as more northern adults achieve post-secondary certification in trades, college, and university programs. The northern economy is growing along with the growing labour force and industries have been able to absorb new entrants into employment.

Training Needs identified

Based on the profile of the northern labour market and the current and emerging needs of northern industries, Northlands College will focus on training for the forestry sector, retraining for the mining sector, and skill training and university classes to meet the needs of the health and education services sector.

Based on the demographic profile of the northern population, Northlands College will focus on academic upgrading for adults and youth, a range of skill training from labour-intensive to paraprofessional to entry level professional to serve clients at all education levels, and career planning services for youth and adults.

Growth Sector	Training and Employment Needs 2000-2001
Mineral Sector	Multi-Party Training Plan Phase II was implemented in 1998-1999. The five-year, $13 million agreement is managed by the Mineral Sector Steering Committee (a sub-committee of the Northern Labour Market Committee). The committee's initial training plan for 2000-2001 targets 15 training programs and 5 carryover programs.
Forestry Sector	Production in the forestry sector is expected to double in the next five years. Northlands College is working closely with industry and other northern stakeholders to develop a long-term strategic training partnership to address training and employment needs in the commercial forest belt. A Training Task Team and Industry Task Team have been formed and it is anticipated that a formal multi-party Forestry Partnership Training Plan will be established in early 2000-2001. SIAST in collaboration with Northlands and SERM has developed a Forestry Technology Diploma program for delivery in La Ronge in September 2000. Partnerships with industry and training institutions have been formed to deliver Mechanical Harvester Training and Pre-employment Training.
Construction Sector	The Northern Apprenticeship Committee will continue with the *Making the Connection with the Workplace* project in partnership with the K-12 system. The project's focus over the next year will be to further implement the newly developed networking system and to partner with contractors to maximize the employment opportunities for apprentices. The key objective is to link apprentices and students to potential employment opportunities across the north.
Commercial Service Sector	Entrepreneurial, hospitality, food server, computer, office education, business administration, and construction-related training are planned to address increased demands in the service sector.
Health and Education Sector	In order to prepare candidates for health-related careers, Licensed Practical Nursing, Emergency Medical Technician, Home Care/Special Care Aide, Pre-Technologies, and 1st year university level Math/Science programs are planned for delivery. The Northern Labour Market Committee has established a Health Sector Training Sub-Committee to develop a strategy and coordinate activity.
Career Planning	CanSask Northern Region will continue to deliver career and employment services from 3 regional centres in the north. Career services will be improved for smaller northern communities and for target groups through partnerships with Northlands College program centres, Gary Tinker Federation for the Disabled, Keewatin Career Development Corp., Northcote Metis Development Corporation, and the new Headwaters project.

1. Overview

1.1 Training Needs Assessment Process

Purpose:

Regional training needs assessment is an annual process undertaken by regional colleges and CanSask Career and Employment Services in Saskatchewan to look at emerging jobs and training needs of local labour markets and to find ways to address those needs through partnerships. The Regional Training Needs Assessment Report is submitted to Regional Services Branch of the Department of Post-Secondary Education and Skills Training.

In the northern half of the province, training programs and career and employment services are delivered by Northlands College and CanSask Career and Employment Services, Region One. The Northern Labour Market Committee, a partnership of industry, governments, economic development, training and community agencies, provides a forum to discuss emerging local labour trends and training requirements. Together, these three agencies provide a partnership approach to implementing programs and strategies to meet those needs.

Process

Information for the labour market, demographic and training sections of this report were obtained from several sources.

For the demographic section of this report, data from various government sources is incorporated, including Census 1996, 1991, 1986 and Covered Population statistics from Saskatchewan Health.

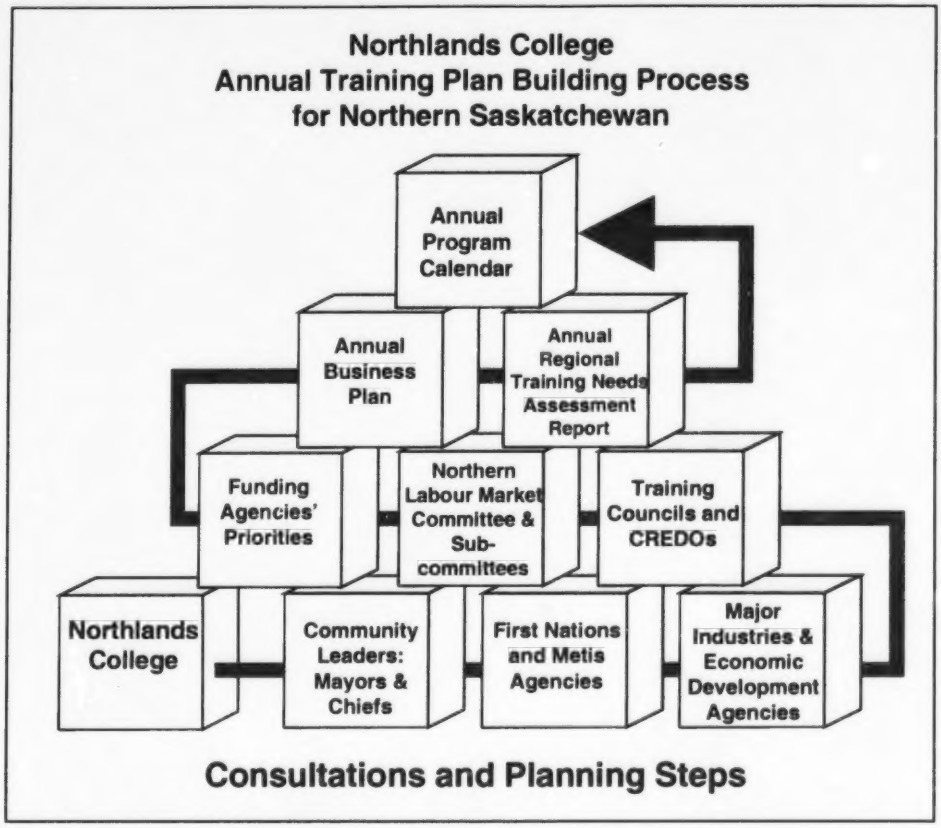
Several sources of information were utilized for the labour market section of this report, including:

- Northern Labour Market Committee meetings and minutes which provided information on activities in the major industrial sectors in the north;
- Human Resources Development Canada Labour Market Review website;
- *Saskatchewan Sector Study: Summary Report*, Canada- Saskatchewan Strategic Initiatives;
- research of a variety of written materials, including newspapers and *Opportunity North*; and
- interviews and information from industry representatives and provincial government staff.

The information for the training needs assessment section was derived from three main sources.

1) Northlands College, throughout March, undertook community consultations. The process of training needs identification, and the subsequent process of prioritization of training, involved input from local industries and businesses, federal and provincial agencies, and Aboriginal and municipal authorities.

   This year, the College's community consultation followed the following format.


Northlands College
Annual Training Plan Building Process
for Northern Saskatchewan
Annual Program Calendar
Annual Business Plan
Annual Regional Training Needs Assessment Report
Funding Agencies' Priorities
Northern Labour Market Committee & Sub-committees
Training Councils and CREDOs
Northlands College
Community Leaders: Mayors & Chiefs
First Nations and Metis Agencies
Major Industries & Economic Development Agencies
Consultations and Planning Steps

a) The stakeholder consultation process undertaken by Northlands has shifted from the usual submission of community program requests (commonly referred to as "wish lists") to more of a regional planning and decision-making process. This year the communities presented their training requests and then a workshop format was used to prioritize programs on a regional and community basis. Given the workshop format, communities also were able to discuss training issues and propose solutions.

b) As well, economic development agencies and Community and Regional Economic Development Organizations (CREDOs) were formally invited to each of the meetings to make presentations on regional labour demand and supply.

c) Northlands College also presented past budgets for each of the program centres at the meetings. Communities and agencies then were able to conceptualize the reality that, through partnering, Northlands College is able to leverage funding to deliver up to three times the number of programs as the initial budget allocation would allow.

The program planning discussion resulted in 110 programs gleaned from an array of 250 requests. Each region developed a priority list ranging from 8 to 20 programs. A change in the meeting format and development within the communities is resulting in a declining number of requests

In the north, twelve Indian Bands act independently to undertake their own training needs assessments. As well, 4 Metis boards also undertake needs assessments of their client populations. In most cases, their needs were communicated during Northlands College community meetings.

2) The College meets semi-annually with all northern training-related funding agencies to determine their priorities for funding and their financial commitments. The College undertook its best efforts to find funders for communities' top priorities. Based on the communities' top priorities and the commitment of the funders, the Northlands College Board finalized the priority list to develop the calendar for the upcoming year.

3) As well as meeting with community/Aboriginal representatives, the College also met with committees or forums that represent particular target groups or industries in order to hear their recommendations for training. These include the Northern Labour Market Committee (NLMC) and its task-oriented subcommittees. Its subcommittees include regional training councils, industry subcommittees, and service subcommittees. The NLMC is the main forum in the north for stakeholders to address issues pertaining to employment and training. Participants of the NLMC represent federal, provincial, and municipal governments, Aboriginal agencies, training institutes, non-government organizations, economic development groups, and forestry, mining, construction, and trucking industries. The meetings in March are devoted to training needs assessment by member agencies. Subcommittees of the NLMC provide training needs identification for their areas of expertise as well as develop short-term and long-term training plans. For example, the Mineral Sector Steering Committee works with Northlands College to develop annual training plans and procure industry funding for mine training programs. The Forestry Training Committee plays a similar role for the forestry industry. Because of their direct links with industry, these subcommittees form an important part of the College's training planning process.

A table summarising the goals of these committees/forums is included in the Appendices, as well as a membership list of the NLMC.

1.2 Demographic Highlights and Challenges

Census 1996	Provincial/Northern Statistics	Important Points and Challenges
Land mass	The northern region encompasses 252,400 square kilometres or 44% of the province's landmass. There is 1 person per 10 square km compared to 30 people per 10 square km of land in the rest of the province.	• Isolated and small communities. • Higher costs of education and training program delivery due to distance and lack of facilities and services
Population	54% of residents in the north are under the age of 25 compared to 37% provincially	Large number of youth entrants into the labour market
Aboriginal Population	81% of the people in the north are members of First Nations, or are Non-status and Metis people compared to 11% provincially.	• Large number of Aboriginal youth entrants into the labour market • Increased demand for education and training programs and services
Growth	The population in the northern region increased by 16% compared to provincial growth of .1% between Census 1991 and 1996.	• Future increased demand on education and training programs and services • Economy must grow to absorb new workers into the labour market
K-12 Education	• Over 80% of students are of Aboriginal ancestry in the north. • More students are staying in school longer and achieving Grade 12 diplomas.	• Future demand on post-secondary education and training programs and services. • Increased demand for schools to offer full high school curriculum.
Post-Secondary Education	• 30% of the regional population has less than a grade 9 education compared to 13% provincially • Only 45% of youth are attending school compared to 58% provincially and 65% nationally	• People with low educational levels have a greater incidence of poverty and lack the skills to qualify for jobs. • The education gap is slowly narrowing as more people access adult education and training programs • There is a continued need for adult upgrading and literacy programs
Employment	• 55% of people age 15 to 64 participate in the labour force compared to 67% provincially. 20% of the northern labour force is unemployed compared to 7% of the provincial labour force • 65% of youth have dropped out of the labour force compared to 35% provincially. • Most work is part time and seasonal.	• Northern industries have created new jobs to absorb the new labour force entrants and have slightly closed the employment gap since 1991. • Programs are needed to promote economic development and assist small businesses in order to increase job opportunities.
Income	• 32% of northern families have low incomes compared to 14% of the whole province's families • 52% of northern families had incomes under $30,000 compared to 43% for Saskatchewan. • 25% of incomes are from government assistance programs compared to 16% of incomes provincially.	Children living in poverty are at risk of continuing the cycle of low educational attainment and poverty
Socio-economic Conditions	• Single parents in the north make up 25% of all families compared to 13% provincially. • Teen pregnancies account for 25% of births in the north compared to 10% provincially. • It is estimated that 40% of people in the north receive social assistance, half of whom are children. People on welfare subsist below the poverty line.	Many women in the north and young women in particular do not participate in the labour force.

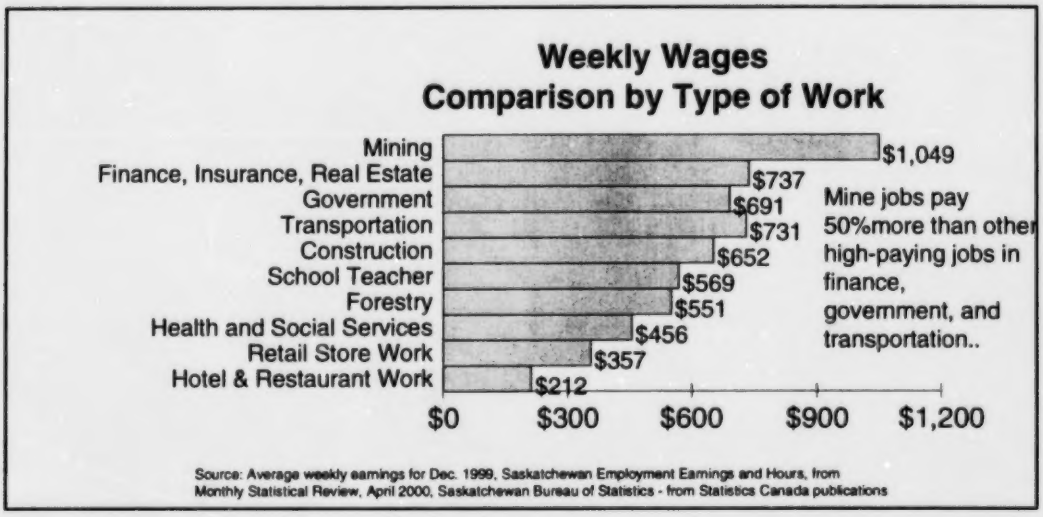
1.3 Labour Market Activity and Career and Training Needs

Mineral Sector - Mining

- The northern Saskatchewan mining industry, particularly uranium, plays a significant role in international markets.
  - ◊ Saskatchewan is the world's leading producer of uranium, with northern mines accounting for approximately 32% of world uranium production and 100% of Canada's uranium production.
  - ◊ Saskatchewan has two of the largest and richest uranium deposits ever discovered – McArthur River and Cigar Lake.
  - ◊ Saskatchewan's mining sector utilizes advanced technology and equipment and is recognized as being one of the most technologically advanced in the world.
  - ◊ The provincial uranium industry is one of the most closely regulated and monitored industries in the world.
  - ◊ Saskatchewan's uranium mines are recognized in Canada and around the world for their strategies for recruiting and training Aboriginal workers and for being leading industrial employers of Aboriginal people.
- The mining industry benefits the northern economy by creating opportunities for northern businesses and by creating jobs that are full-time, long-term and at a high wage rate.
  - ◊ Mining companies are the largest employers in northern Saskatchewan, creating over 2,700 direct and secondary jobs. Half of all jobs are filled by workers from northern Saskatchewan.

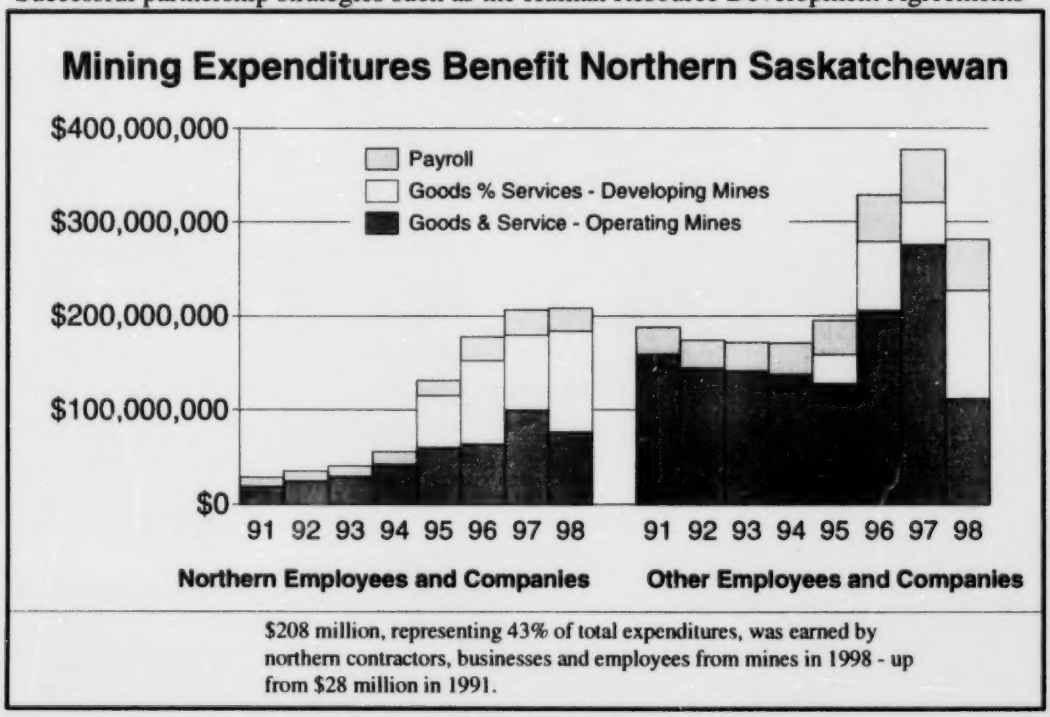
Mining Sector Employment by Type of Employer	Total Employment	Northern Employment
Mining companies in northern Saskatchewan	1200	550
Saskatchewan mine employment at Flin Flon, Manitoba	300	300
Contractors in catering, janitorial, security, and underground mining	700	375
Trucking contractors	120	50
Construction contractors for new mines and renovations	110	40
Indirect employment from fuel and transportation suppliers	300	30
Approximate employment in mining sector	**2,730**	**1,345 = 49%**

◊ The mining sector pays higher wages to its workers than any other sector. Average weekly earnings are $1,049, 50% higher than other high-paying jobs in finance, government, and transportation, as shown in the graph.



◊ In 1998, mines in the north paid $208 M to northern residents, which represented almost half of the mines' total expenditures. Of this amount, $24.5 M was paid towards wages of northern employees, and $183.6 M was paid for goods and services from northern Saskatchewan businesses and joint venture companies.

- Successful partnership strategies such as the Human Resource Development Agreements


Mining Expenditures Benefit Northern Saskatchewan
$400,000,000
$300,000,000
$200,000,000
$100,000,000
$0
Payroll
Goods % Services - Developing Mines
Goods & Service - Operating Mines
91 92 93 94 95 96 97 98
91 92 93 94 95 96 97 98
Northern Employees and Companies
Other Employees and Companies
$208 million, representing 43% of total expenditures, was earned by northern contractors, businesses and employees from mines in 1998 - up from $28 million in 1991.

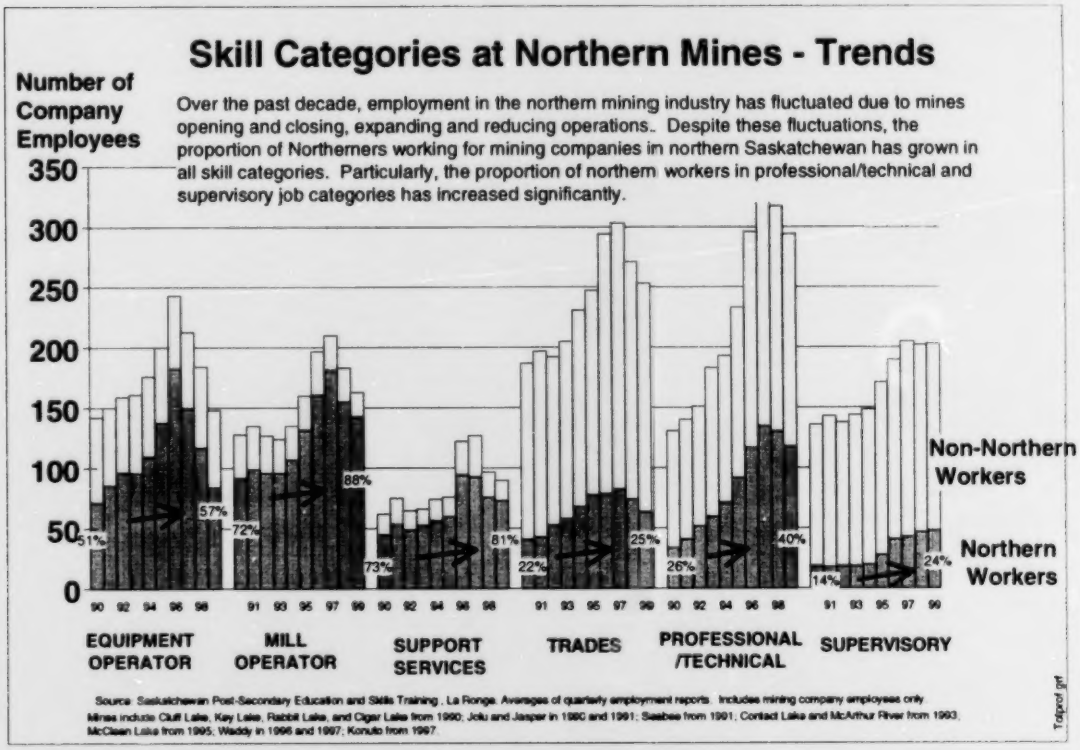
Source: Saskatchewan Post-Secondary Education and Skills Training, La Ronge, Sept. 1999

with the province and the Multi-Party Training Plan with northern agencies continue to promote the hiring and training of local people for regional mine jobs. Successes include:

◊ More jobs for northern people. Participation increased from 41% to 48% in 7 years.

◊ More jobs for Aboriginal people. 80% of northern mine workers are of Aboriginal descent.

◊ Increases in northern workers' skill levels. Since 1990, northern participation in technical jobs has increased from 26% to 40%, and in supervisory jobs from 14% to 24%.


Skill Categories at Northern Mines - Trends
Number of Company Employees
Over the past decade, employment in the northern mining industry has fluctuated due to mines opening and closing, expanding and reducing operations. Despite these fluctuations, the proportion of Northerners working for mining companies in northern Saskatchewan has grown in all skill categories. Particularly, the proportion of northern workers in professional/technical and supervisory job categories has increased significantly.
350
300
250
200
150
100
50
0
Non-Northern Workers
Northern Workers
51%
57%
72%
88%
73%
81%
22%
25%
26%
40%
14%
24%
90 92 94 96 98
91 93 95 97 99
EQUIPMENT OPERATOR
MILL OPERATOR
SUPPORT SERVICES
TRADES
PROFESSIONAL /TECHNICAL
SUPERVISORY
Source: Saskatchewan Post-Secondary Education and Skills Training, La Ronge. Averages of quarterly employment reports. Includes mining company employees only.
Mines include: Cluff Lake, Key Lake, Rabbit Lake, and Cigar Lake from 1990; Jolu and Jasper in 1990 and 1991; Seabee from 1991; Contact Lake and McArthur River from 1993; McClean Lake from 1995; Waddy in 1996 and 1997; Konuto from 1997.
Tdgraf.prt

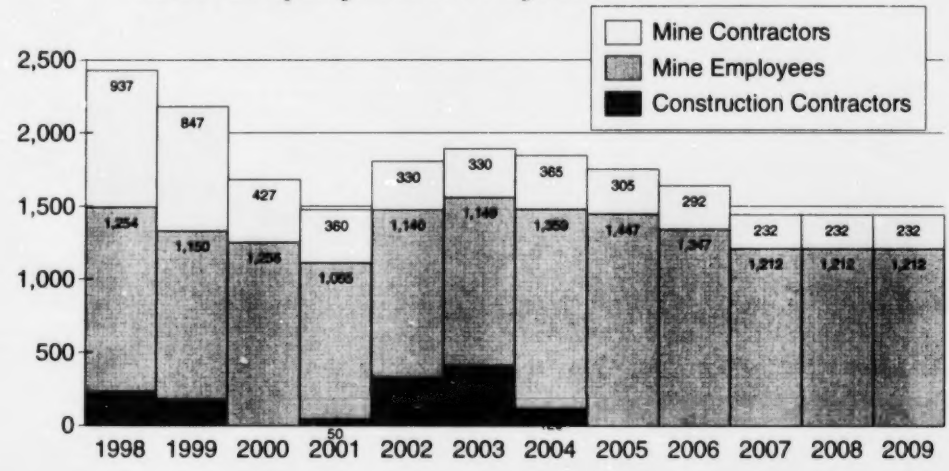
- The mining industry has entered a challenging new phase, demanding new mining methods, new skills of its labour force, and rationalization of operations.
  - ◊ New mines are primarily underground rather than open pit as in the past and require a smaller workforce but one with higher skill levels to operate non-traditional, more technical mining equipment and processes.

  - ◊ Fewer mill operators are required because new mines at McArthur River, Cigar Lake, and Midwest will utilize mills at existing mine sites. Decisions to mill at existing mine sites, however, ensure employment for many employees who would otherwise be laid off at the depleted Key Lake site and near-depleted Rabbit Lake operation.

  - ◊ Continuing low market prices for uranium, gold, and base metals are forcing companies to make their operations more efficient. Companies are downsizing or closing some existing lower grade operations (Cluff and Rabbit Lake) and delaying decisions on new

mines (Cigar Lake). Cameco's annual report predicts, however, that long-term market demand will start to pick up in 2000, that uranium requirements will grow by 9% in the next decade, and that new supplies will be needed. Claude's annual report says analysts are predicting that gold prices will rally for 2 reasons: demand for gold in jewelry and industrial purposes is strong, and Central Banks have agreed to curtail massive gold sales on the stock market for the next 5 years.

- The number of employment opportunities for existing and threshold operations should stabilize over the next couple of years and then remain fairly constant for the next decade.



Employment by mining companies in northern Saskatchewan is expected to stabilize at about 1,500 workers and remain fairly constant over the next decade. The projection is based on Cigar Lake proceeding, Rabbit Lake continuing operations, and underground mining being undertaken by mine employees rather than contract.

Source: Post-Secondary Education and Skills Training, La Ronge as of May 2000. Best estimate based on information from mining companies.

- Other mineral deposits offer potential for future mines when market prices improve. Grass-roots uranium exploration is continuing in the Athabasca basin and deposits at La Rocque and other sites look promising. McIlvenna Bay (Hanson Lake) zinc deposit is being test-mined to determine the feasibility to proceed to mine development. Leader continues to define the Knife Lake copper/silver deposit. Claude Resources is continuing to define reserves at its Amisk/Tartan Lake gold project. Greater Lenora plans to operate a small open pit mine at Goldfields with a crew of 50. And new discoveries of rare earth elements, platinum group metals, and silica sands offer possibilities for future developments and employment.

Mine Site	Overview of Mining Operations
McArthur River/Key Lake	Production commenced at McArthur in late 1999 and will continue for at least 30 years. Mine commissioning will be completed in 2000 as the processing and mining equipment is evaluated and modified as required. The mine will ramp up to full production over the next 2 years. The underground ore storage is undergoing improvements. Sinking of shaft #3 has begun and is scheduled for completion in 2001. Ore is milled at Key Lake, extending the life of the mined-out Key Lake operation by 30 years.
Rabbit Lake/Cigar Lake	A slow-down of operations is continuing at Rabbit in anticipation of milling Cigar's ore in a couple of years. Mining is suspended and milling is proceeding at half time while the EIS for processing Cigar's ore is finalized and submitted. About half the workforce was laid off in 1999. At Cigar Lake in 2000, final test mining in ore of the jet bore mining system will be completed as well as the application for the construction license for submission to regulators. The owners will make a decision in early 2001, based on market prices and demand, whether to proceed to production. If yes, construction could commence immediately on Cigar Lake, the Rabbit Lake mill would shut down to undergo modifications to handle the richer Cigar ore, and underground mining would recommence at Rabbit for 2-3 years until the ore is depleted. Production at Cigar could commence in 2003 and continue for at least 39 years. Cigar Lake, the uranium market price, and discovery of near-by reserves will determine Rabbit Lake's future.
McClean Lake	Open-pit mining of the Jeb ore body began in 1995. Once the ore was removed the pit was developed as a tailings facility. Open pit mining of the 3 Sue ore bodies is in progress until about 2003. Ore will then be derived from the Midwest underground deposit, which is undergoing a detailed review to optimize the project. The McClean underground ore body is expected to be mined last, in the next decade. The mill started processing in summer 1999 and was fully commissioned by spring 2000. If the owners of Cigar Lake decide to proceed, construction would commence to expand the McClean mill in order to mill a portion of Cigar's ore.
Cluff Lake	Due to low prices and low grade, Cluff plans to suspend operations in late 2000 rather than apply for approval to expand its nearly full tailings facility. Lay-offs are planned throughout the year leading up to mine closure in the autumn. Mining is continuing on the underground D-J deposit. The mill reverted to half-time operations in spring 2000. However, recent production of higher-grade ore and half-time mill operations may allow Cogema to prolong operations into 2001 before the tailings facility is full, forcing operations to cease. Significant resources still remain in the West DJ. Cogema is reclaiming and cleaning up parts of the operation that are no longer needed. Decommissioning could provide some employment for 3-4 years.
Seabee Gold Mine	Seabee, in operation since Dec. 1991, is the only operating gold mine in Saskatchewan. A shaft provides access to the underground deposits. Mining and development for 2000 will come from the Seabee property and the adjacent Currie Rose property. Claude continues to find ore reserves to replenish the mill stockpile. At its Amisk/Tartan project, Claude continues to define ore reserves. Its Madsen gold mine in Ontario has been de-watered to the 16th level of the 26-level underground mine. Drilling will take place this summer to further define reserves. Claude is awaiting a recovery in the gold market before it starts commercial production at Madsen.
Hudson Bay Mining & Smelting	A small group of laid-off mine workers finished construction of the small Konuto underground copper mine near Denare Beach and full production started in summer 1999. Ore is trucked by ramp to the surface where it is crushed before haulage to the Flin Flon smelter. Mine life is estimated at 6 years. HBMS has 3 operating mines in the Flin Flon area and one in northeast Manitoba. Two other mines are under development to be in production in mid-2000 and 2004. Extensive renovations and expansions to the mill will be completed in 2001.

Mining Sector Forecast

- Employment in the mineral sector is forecast to remain lower but stable for the next decade, based on the SI forecast of June 1999 and company information. Continuing low market prices are being offset by the need to increase the existing capacity of the industry. Uranium, gold and nickel producers have weathered low market prices and have shown their optimism through capital expenditures on new mines and improvements to existing mines.

- The northern mining industry will continue to be a major industry and employer in the north. It provides employment for over 1,300 northerners, wages in excess of $20 M to northern workers and over $180 M to northern companies and joint ventures.

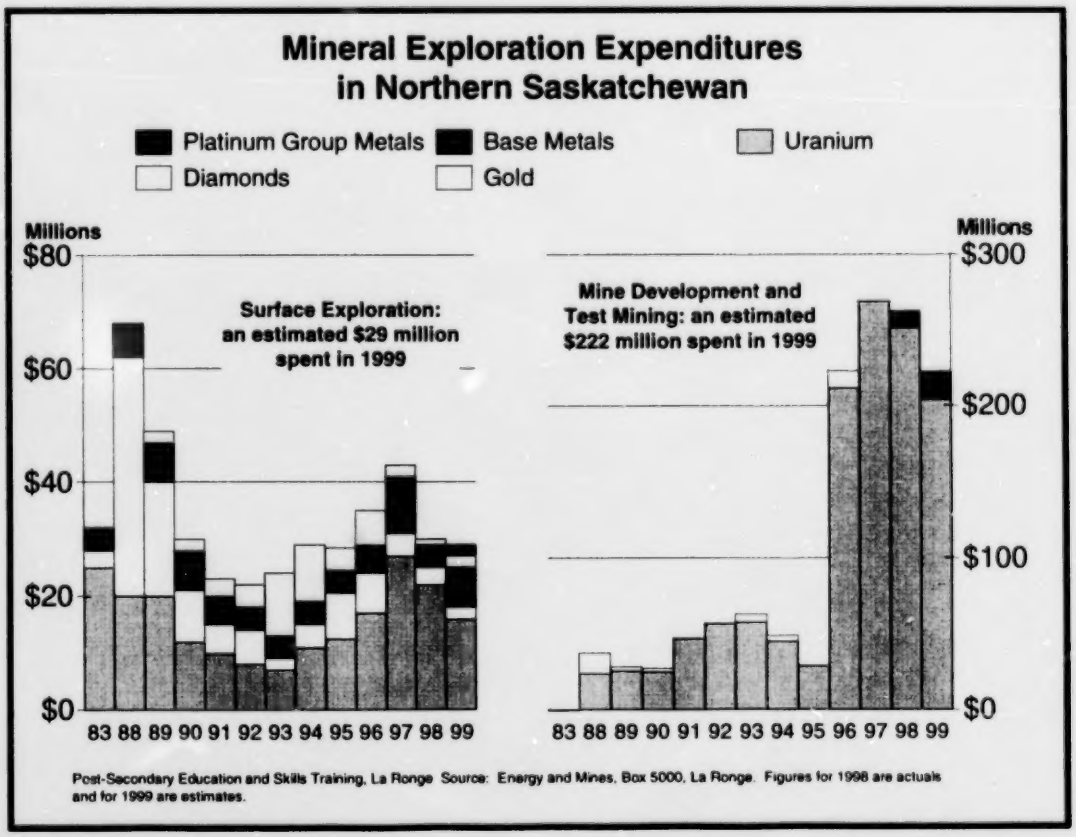
- The mining industry is in a transition to a new generation of uranium mines as old open-pit mines are closed and new high-grade underground mines come on-stream. These mines utilize technology for automated mining machines and computerized process control. As a result, they require fewer workers but workers with higher-skills than the previous open-pit mines.

Labour market demand	**Course offerings 2000-2001**
Underground Miners Remote Operator of Underground equipment Mine Engineers Millwrights Electricians Radiation/Environmental Monitoring Technicians Chemists Geologists Metallurgists Geophysical Surveyors Computer skills for monitoring and drafting Supervisory skills Basic education and literacy **Declining occupations:** Heavy equipment operator Mill operator	**Multi-Party Training Plan:** Skill Training Radiation Environmental Monitoring Technician Prospector Training Practical Nursing Blasting Heavy Equipment Mechanic Instrumentation Technician Mill operator Building maintenance Apprenticeship cooking Entrepreneurship Training Literacy, Upgrading and Re-medial Studies Developmental Studies Pre-Technologies Pre-Apprenticeship Trades Re-training Supervisory training Workplace Education Upgrading Advanced Heavy Equipment Operator University: science and engineering classes

Mineral Sector - Exploration

- Surface exploration expenditures declined slightly in 1999 because of both external and internal factors.
  - ◊ External factors include continuing low commodity prices, difficulties for junior exploration companies in raising money on the stock market, and the shift in focus to other "frontier" countries.

  - ◊ Internal government policies such as incentives, taxes and regulations also affect how attractive Saskatchewan looks compared to other provinces and countries. The government policy to support the Multi-Party Training Plan for the mineral sector has been beneficial for northern workers. As well, a new royalty reduction for gold and base metals exploration was put in place in 1999 to attract new investment into the province's north and help make existing operators more competitive. New provisions also allow companies to recover 150% of capital expenditures before any royalties kick in. However, another provincial policy to be in place by 2001, the Representative Areas Network (RAN) policy, is a concern to the mineral sector because of the implications for future exploration. The purpose of RANs is to set aside 12-18% of all land within 11 regions across the province to protect natural ecological diversity. The concern is that all commercial industry including mineral exploration activity will be prohibited even though economic development is needed in the north, new environmental regulations protect the environment, and future technologies could lead to discovery of new opportunities.



Post-Secondary Education and Skills Training, La Ronge Source: Energy and Mines, Box 5000, La Ronge. Figures for 1998 are actuals and for 1999 are estimates.

- As shown in the graph above, $29M was invested in mineral exploration in the province during 1999 out of the estimated $489M in total for Canada. As well, $222 was invested in the development of new mines at Cigar, McArthur, McClean, and Konuto. Mineral exploration activity for uranium by both junior and major mining companies totaled $16M and was focused south of Cluff Lake and along the eastern edge of the Athabasca basin. Base metal exploration totaled $7M and was focused in the Creighton area. Gold exploration totaled about $2M and was mostly undertaken by Claude around its Seabee and Amisk Lake properties. A resurgence of exploration for diamonds took place in the Fort a la Corne area and expenditures totaled $2M. Expenditures for platinum group metals around Rottenstone Lake and northwest of Reindeer Lake totaled $2 M.

- Interest in mineral exploration in Saskatchewan has remained fairly steady over the last 10 years despite a decline in 1999. This trend is expected to continue because of optimism that uranium, gold and base metal prices will soon rebound. And because of the long lead-time from discovery to production, major producers like Cameco are committed to their exploration projects.
  - ◊ Uranium exploration by over a dozen companies, acting either independently or in joint ventures, is aimed, therefore, at discovery of other high-grade large-tonnage deposits. Cameco is the key player in uranium mining and exploration, controlling 57% of currently identified reserves. Cameco will focus its exploration funds on Dawn Lake and La Rocque Lake in the Athabasca basin area.

  - ◊ In gold exploration, less than 10 companies are active in the province. Claude will continue to undertake most of the exploration as it strives to develop a 2 M ounce resource base for its mines. It may also bulk sample at Amisk/Tartan Lake near Creighton subject to available funding. If the price of gold recovers and remains stable, Amisk/Tartan Lake and Greater Lenora's Goldfields Project near Uranium City could regenerate Saskatchewan's gold mining industry.

  - ◊ Base metals exploration expenditures increased by 42% in 1999, with most of the increased activity attributed to Foran Mining Corp. During 2000-1, Foran plans to commence underground drilling and test mining to expand the known geological resource of the McIlvenna Bay zinc deposit near Creighton. A 9-km access road will be completed by summer 2000. At the same time, the company will undertake an environmental impact study and a feasibility study, which must be completed by 2001 when Foran makes its final payment on the property to Cameco. Zinc is used in galvanized steel, computers, brass, rubber, in construction, batteries and paint. Also in the northeast, Leader Mining encountered exceptionally high-grade silver values at its Knife Lake copper deposit. The company recently signed a funding agreement to undertake $4M in exploration work this summer.

- Exploration for non-traditional mineral resources has increased in the last few years.
  - ◊ Platinum group metals have been located in north central Saskatchewan around the old Rottenstone Lake nickel mine and northwest of Reindeer Lake. More exploration activity is expected in these areas during 2000. The largest and fastest growing use for these

metals is in automotive catalytic converters. Other uses are in cell phones, fibre optics, computers and jewelry.

◊ A junior company from Saskatoon has discovered rare earth elements north of Lake Athabasca. Rare earths are difficult to find in commercially exploitable deposits and most known sources are in China. Because of their high melting points and conductivity they are indispensable in high-tech applications such as computer monitors and hard drives, medical MRIs, fibre optics, and high-tech batteries. The company will commit $1.5 M in exploration to determine if the deposit is large enough to mine. The company is optimistic that it can both mine and refine a high-value product within a few years.

◊ A silica sand quarry could be operational within the next couple of years near Creighton. Daren Industries is preparing an environmental impact assessment and a feasibility study and is finding funds to operate a silica sand quarry near the McIlvenna Bay zinc deposit. McIlvenna Bay's new road will also provide access to the sand quarry. Road access will improve the attractiveness of the project by reducing capital costs and allowing it to operate in the summer months. The quarry would operate for a projected 10 years. The largest user of high-purity silica sand is the HBM&S smelter at Flin Flon. Other uses are in the oil and gas industries and on golf courses.

◊ Exploration provides seasonal and cyclical employment for over 100 northerners in jobs ranging from manual linecutting to computerized mapping to geological engineering.

Mineral Exploration Sector Forecast

- The SI forecast of June 1999 forecasts that employment in the mineral sector will remain at the 1998 level for the next 5 years. Two forces are affecting both mining and exploration: prevailing low prices are being offset by the need to increase the existing capacity of the industry.

Labour market demand	**Course Offerings 2000-2001**
Careers involving training-on-the-job:	**Multi-Party Training Plan:**
Diamond drillers	Prospector training
Line cutters	Developmental Studies
Camp Cooks	Adult 12/Pre-Technologies
	Blasting training
Higher skill occupations:	Entrepreneurial/small business training
Geologists	
Geological technicians and surveyors	University courses in science and engineering
Mine, metallurgical and geological engineers	
Computer processing and scientific analysis	

Oil and Gas Sector

- The HRDC labour market website for North Battleford area reports that the Petroleum Services Association of Canada projects a 40% increase in oil and gas wells drilled during 2000. Three-quarters of drilling will occur in the southwestern part of the province and one-quarter in the west central North Battleford area with 680 wells drilled. These numbers reflect a healthy rebound after two years of sluggish activity due to depressed world oil prices. Holes drilled a few years ago in northern Saskatchewan in the northwest were not successful. However, if prices hold in this volatile industry, oil and gas exploration companies could once again show an interest in the north.

- The Fort McMurray, Alberta, area is undergoing a huge oil sands expansion. Residents across the border in northwest Saskatchewan may be able to access some of the jobs if the Garson Lake road is completed which would allow easier access. In addition, Suncor's commitment to increasing its Aboriginal participation could increase northern Saskatchewan's opportunities for employment and contracts. Like the uranium industry, however, technological improvements, which increase worker productivity, have also reduced the number of workers required and increased the skills needed. As well, most of the projects have made commitments to give first preference to residents of the Fort McMurray area.

  ◊ Syncrude's $6 billion, 10-year plan to 2006 will see oil production double. Syncrude has 3 new projects north of Fort McMurray to be completed and commissioned in 2000. Beyond 2001, plans call for more hydrotransport trains to be installed, more mine development, and 2 expansions of the upgrader. The industry, like the uranium mining industry, is undergoing a significant transition in mining and extraction technology, and changing mining methods. Syncrude will recruit for 60-70 positions during 2000 and 120-140 jobs in 2001. Jobs to be filled include heavy equipment and process operators, welders, crane operators, information systems technicians, and mining, chemical, mechanical and electrical engineers.

  ◊ Suncor's $2.2 billion Project Millennium has a goal of doubling its 1999 production by 2002. Suncor recently completed a $600M program to expand plant facilities and develop Steepbank mine near Fort McMurray. During Phase One of the new project in 2001, Suncor will improve processes and increase plant capacity. Phase Two in 2002 calls for further development of Steepbank to extend its life to 2026, expansion of the upgrader, and increasing power supplies. Suncor has a commitment to hire locally and to improve its employment of local Aboriginal people. It plans to increase full-time employment for Aboriginals from 5% to 12% by 2002. It also plans to increase its purchases from Aboriginal contractors to $25 M. Construction jobs are estimated at 3,000. Most recruitment for the 400-800 operational jobs will take place in 2001. Half the jobs are in mining such as heavy equipment and process operators. Other skill needs include welders, millwrights, electricians, heavy equipment mechanics, engineers, technicians and management.

◊ Late in December 1999, Shell announced its $3.5 billion Athabasca Oil Sands Project will begin immediately with production planned for 2002. The project includes an upgrader to be constructed near Edmonton and the construction of the Muskeg River Mine near Fort McMurray. Oil sands will be excavated by heavy equipment and extracted by advanced technologies. Construction of other new facilities near Fort McMurray to serve the project include a bitumen pipeline, a gas pipeline, and a co-generation plant at a cost of $837 M. The project will create 4,000 construction jobs. The Muskeg River mine will begin recruiting in 2002 for 600-800 positions

Oil and Gas Sector Forecast

- The oil and gas sector in northern Saskatchewan currently provides few opportunities. However, if oil prices stay high, exploration companies could potentially renew their interest in the region.
- The oil sands expansion near Fort McMurray offers potential for residents, particularly Aboriginal northerners, who have equipment operation or trades skills or an engineering education.
- Over 4,000 construction jobs and 1,200-1,700 operational jobs will be created from 2000 to 2002.

Labour market demand	Course Offerings 2000-2001
Alberta Oil Sands will fill 60-70 jobs in 2000, 500-900 jobs in 2001 and 600-800 jobs in 2002. Half of the jobs will be as heavy equipment and process operators Other jobs include welders, millwrights, electricians, heavy equipment mechanics, engineers, technicians and management Exploration requires drill operators	**Multi-Party Training Plan** Heavy Equipment Mechanic Heavy Equipment Operator Academic upgrading, pre-technologies University: science and engineering classes

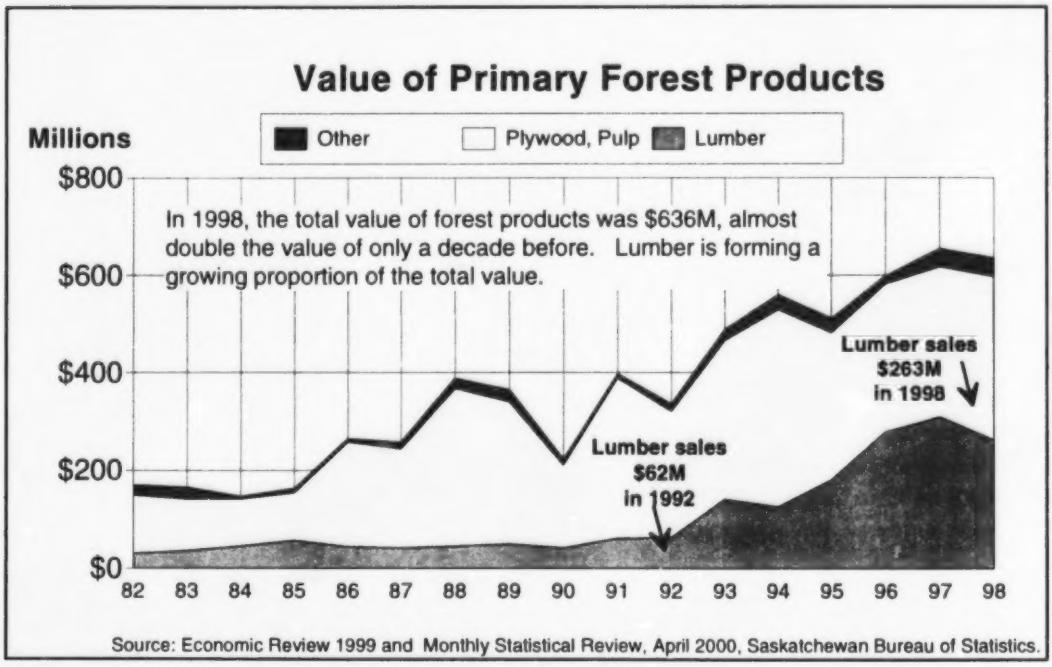
Forestry Sector

- Saskatchewan, a "prairie" province, is actually made of more than 50% forests - about 355,000 square kilometres. Of that, 140,000 square kilometres – almost ¼ of the province - is considered commercial forest.
- The forestry industry in the province is diverse. It includes a hardwood pulp mill, a softwood/hardwood pulp and paper facility, oriented strand board plants, and plywood and lumber operations.
- Saskatchewan's forest industry has created about 9,000 direct and indirect jobs. Wages to workers in direct forestry-related jobs total $215 million annually.

- Saskatchewan's forest industry is growing, as shown in the following graph.
  - ◊ The total value of Saskatchewan's primary forestry products in 1998 was $636M, almost double the sales of only a decade ago. The main products were kraft pulp, oriented strand board, plywood, lumber, and treated posts.

  - ◊ Most of Saskatchewan's forest products are sold out of province. In 1998, 94% or $600M was exported. In 1999, exports increased by 7% to $643M.

  - ◊ Sales of saw lumber have quadrupled in the last 6 years: in 1992 lumber sales totaled $62M but rose to $263M by 1998. Lumber now makes up about half of the total sales compared to less than a fifth of sales in 1992.

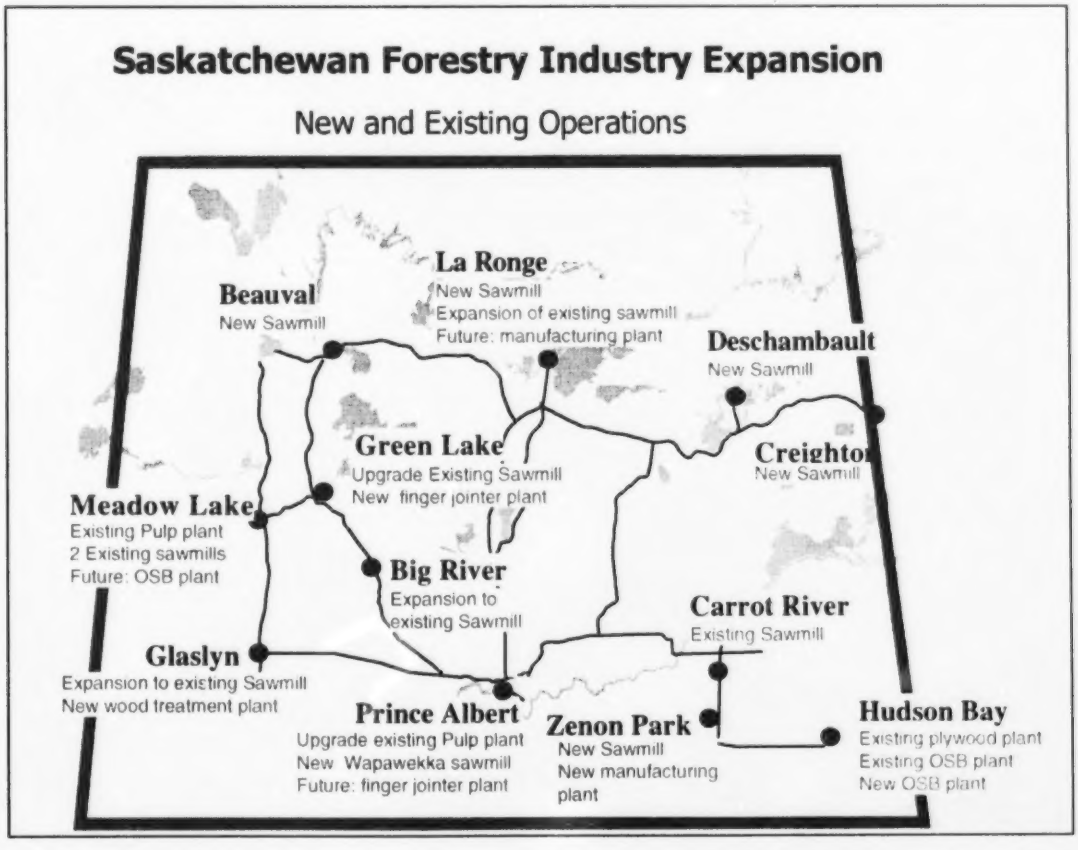

Value of Primary Forest Products
Millions
Other
Plywood, Pulp
Lumber
$800
$600
$400
$200
$0
In 1998, the total value of forest products was $636M, almost double the value of only a decade before. Lumber is forming a growing proportion of the total value.
Lumber sales $263M in 1998
Lumber sales $62M in 1992
82 83 84 85 86 87 88 89 90 91 92 93 94 95 96 97 98
Source: Economic Review 1999 and Monthly Statistical Review, April 2000, Saskatchewan Bureau of Statistics.

- The Saskatchewan government has implemented strategies to double the size of the forestry industry in the next few years.
  - ◊ The province will improve its management of the forests through its new provincial forestry legislation, which came into effect April 1, 1999. The Act ensures that the companies undertake more planning and public consultation, reforest all harvested areas, pay higher stumpage fees, and pay higher penalties if they violate the Act.

  - ◊ A forestry industry expansion plan, based on partnerships, was announced in 1999, spurred by the new Forestry Act. The expansion is expected to double the number of employment opportunities. Almost 10,000 new jobs are planned over the next few years through the announcement of 12 new facilities. In the north, new operations will require major companies to form partnerships with Aboriginal groups and are the direct result of

a redistribution of lands formerly held by Weyerhaeuser. Although most of the new northern operations are delayed because of difficulty in acquiring capital funding, some of the southern-based projects are already in construction or planning stages.

◊ A new forestry multi-party training partnership is being implemented to address the training and employment demands of the impending expansion of northern-based logging and processing operations. Partners include forestry companies, funding agencies, and training providers. The Forestry Training Committee (a subcommittee of the Northern Labour Market Committee) will administer the new training plan. Although the partnership agreement is not yet formally signed, partners are already working together to identify employer-specific training needs, coordinate training, develop new curricula, and secure resources from the partners for the delivery of programs. The province will contribute an additional $1 million towards forestry training.



- The forestry sector, as identified in the *Forestry Sector Study* of November 1999, has the following characteristics.
  - ◊ The survey found that workers in the forestry industry, compared to provincial averages, are more often Aboriginal people, are younger with almost 2/3 under age 35, and have lower formal education levels.
  - ◊ Barriers to recruitment and retention within the industry include a lack of experienced personnel, poor climate conditions, and seasonal employment.
  - ◊ Harvesting and milling equipment has become much more sophisticated, requiring people to be skilled operators.
  - ◊ The trend towards more mechanical harvesting will continue because of the volumes required by new projects and the time constraints of when harvesting can be undertaken. Conventional harvesting will be limited to small operators.
  - ◊ Much of the growth in logging, hauling, and reforestation can be handled by existing contractors by extending their operating seasons and adding shifts.
  - ◊ The existing chronic shortage of trades workers in the forestry sector will increase with the forestry expansion unless some innovative ways to deliver training are implemented.
  - ◊ New FMA holders and projects will have a significantly increased need for professional and technical staff because the new Forestry Act requires that industry take a more active role in forest management and environmental protection.

Location	Overview of Operations
Beauval	◊ Northwest Communities Wood Products continue to pursue funding and a major industrial partner before they can proceed with a $15M sawmill.
Green Lake	◊ The Green Lake Metis Wood Products sawmill now has an adequate wood allocation to keep its mill fed. The sawmill plans to double its production and also plans to finish the lumber from the planned Beauval sawmill. ◊ Green Lake Metis Wood Products continue to negotiate a partnership to proceed with a $5M finger jointer plant. The company is also negotiating with other sawmills to purchase trim ends as a stable supply of raw material for the jointer plant.
La Ronge	◊ The La Ronge Band/Zelensky partnership operates the existing sawmill, employing about 50 people. ◊ They are pursuing funding and partnership with a major forestry company in order to proceed with a new $40M sawmill/planer mill/kiln complex utilizing softwoods and hardwoods. ◊ A value-added operation, estimated at $10-30M is planned for the future.
Creighton Deschambault Lake	◊ Mee-Toos Forest Products, a partnership of Peter Ballantyne Cree Nation and Ainsworth, received environmental approval for its $20M Deschambault Limestone sawmill. Construction will commence in summer 2000 and be completed by spring 2001. The sawmill will gear up over 2 years and eventually employ 100-150. Waste wood from the sawmill and from Wapawekka sawmill will supply a new finger jointer in P.A., which also must be ready when the Limestone sawmill starts production. Creighton sawmill will be phase 2. The partners plan to complete a 20-year plan in order for their 5-year license to be converted to a FMA.
Big River	◊ Weyerhaeuser will complete a $70M expansion of the sawmill by Feb. 2001 to handle the finishing of lumber from the Wapawekka sawmill. Production will be tripled.

Prince Albert	◊ Weyerhaeuser will reduce its P.A. pulpmill workforce by about 100 workers over the next 3 years through attrition. The pulpmill completed a $315M environmental upgrade. ◊ The Wapawekka small-diameter sawmill, a joint venture with Weyerhaeuser and 3 northern First Nations, has been in operation for a year. Technicians were trained to operate the high-tech sawmill. ◊ The Ainsworth/Peter Ballantyne Cree Nation partnership is planning a finger jointer plant in P.A. Waste wood from the Limestone and Wapawekka sawmills will supply the plant, which must be ready when the Limestone sawmill starts production in 2001. ◊ The government announced an "innovation place" in forestry to be centered in P.A.
Meadow Lake	◊ Millar Western continues to operate the hardwood pulp mill, employing about 200 workers. ◊ Meadow Lake Tribal Council purchased 100% of the Norsask sawmill, for which Mistik Management provides mill feed. About 140 people are employed. ◊ Norsask is in negotiation with Ainsworth for a future OSB mill, which would be fed from Mistik's and other FMAs plus purchases from First Nations. ◊ Clearwater and Northwest Communities currently have an agreement in place to feed the Clearwater sawmill from Northwest's wood allocation, maintaining jobs for 100 workers.
Hudson Bay Carrot River	◊ The new high-tech OSB plant will be operational this October, employing about 150. The plant will be capable of producing both oriented strand board and oriented strand lumber. Multi-skilled task-teams are being trained to operate the plant. ◊ Weyerhaeuser, the new owner of Saskfor's operations, plans to continue to operate the old OSB plant for the next 10 years. ◊ Weyerhaeuser also purchased the Hudson Bay plywood facility and the sawmill at Carrot River.
Zenon Park	◊ Suntec and James Smith Cree Nation are planning an expansion of a sawmill and construction of a manufacturing plant
Glaslyn	◊ A fire in March at L&M destroyed the existing sawmill and set back commencement of the $2M expansion to the sawmill and a high-tech wood treatment plant.

Forestry Sector Forecast

- Opportunities will grow for northern companies and workers as a result of the new forestry strategy. The strategy will stimulate the development of new northern-based forestry mills and will require new projects in the north to have Aboriginal partners.

- Because of more sophisticated machinery and automation, the industry will require fewer occupations with a physical labour component, fewer workers to operate new equipment, higher skill levels in their workers, and more emphasis on grade 12 as a minimum requirement.

- A total of 2,500 new positions are tentatively forecast for the next 3-5 years: 1,000 in milling, 900 in harvesting and hauling, 250 in professional and technical areas, 100 in trades, 200 in silviculture, and 60 in management.

Labour market demand	Course offerings 2000-2001
Forestry Sector Study findings for 3-5 years 1,000 new jobs in planermill, sawmill and finger jointer plant as machine/process operators, loaders, graders, and carpenters. 900 new jobs in harvesting and hauling for truck drivers and loaders, road construction/maintenance, and operators of mechanical harvesters, skidders, crawlers 250 new jobs for forest technicians specializing in fire protection, conservation, forestry, GIS 100 new jobs in trades as sawfiler, millwright, electrician, heavy equipment mechanic 200 new seasonal and full-time jobs in reforestation and stand tending 60 new jobs in management for senior management, mill foreman, accounting, and supervisors of hauling, reforestation and forestry technicians	**Forestry Partnership Strategy** 50 courses have been tentatively identified for delivery in all regions of the commercial forest. Some of the planned courses include: ▪ Sawmill Operator Training ▪ Safety Training ▪ Road Construction ▪ Mechanical Harvester Training ▪ 1A/Log Haul Truck Driver Training ▪ Vocational Forestry Preparation ▪ Forestry Technology Diploma ▪ Integrated Forestry Worker ▪ Academic Prep for the Trades ▪ Forestry Equipment Mechanic ▪ Silvaculture ▪ Business Management Training ▪ Supervisory Training

Resource Harvesting Sector

Harvesting in resources other than timber includes fur trapping, commercial fishing, wild rice, berries, mushrooms, and alternate forestry products such as mosses. Very few people in this industry rely solely on resource harvesting for their incomes. For most, these activities are not viable as full-time businesses. Resource harvesting means additional income to their regular employment, or seasonal employment in combination with other work in alternate seasons such as combining guiding in the summer with wild rice harvesting in the autumn and trapping in the winter.

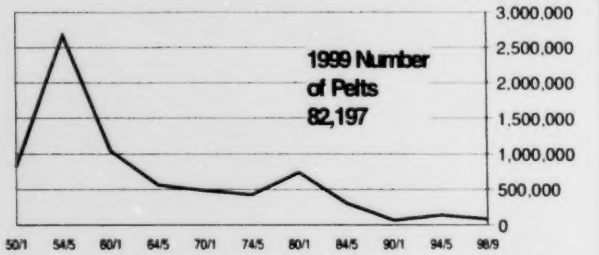
- The **fur trapping** industry in the north and the province in general has steadily declined over the past 20 years.
  - ◊ During the early 1980s, the fur industry had the highest recorded sales and the largest number of trappers ever during the century. During the decade of the 1990s, the number of trappers and the number of pelts harvested declined to the lowest point in over 50 years.

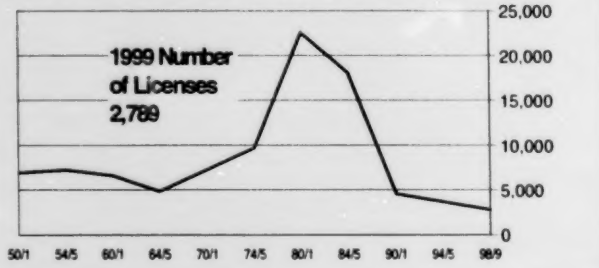
Trends in Saskatchewan Fur Industry 1950 - 1999

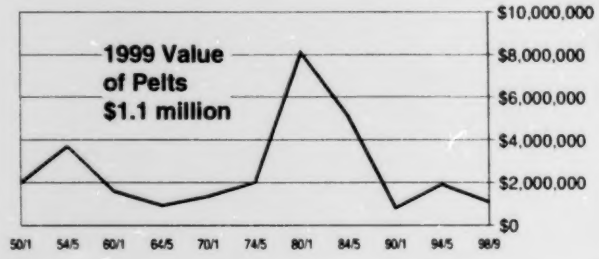
During the early 1980s, the fur industry had the highest recorded fur sales and the largest number of trappers ever during the century.

Since then, the industry has delined because of factors like low market demand, low pelt prices, and the "green" movement. During the decade of the 1990s, the number of trappers and the number of pelts harvested declined to the lowest point in over 50 years.

Post-Secondary Education and Skills Training , La Ronge. Source: Environment and Resource Management, Prince Albert, May 2000.







◊ Trappers in the province took home only $1.1 million for their furs in 1998/9. Trappers from the northern area earned $520,848, less than half of the total.

◊ In 1998-99, there were 2,789 licensed trappers in the province. In the northern area, the number of licensed trappers decreased from 3,000 in the 1980s to 1,878. In the southern part of the province, the number of trappers dropped to 911, a huge decline from 15,000 in the 1980s.

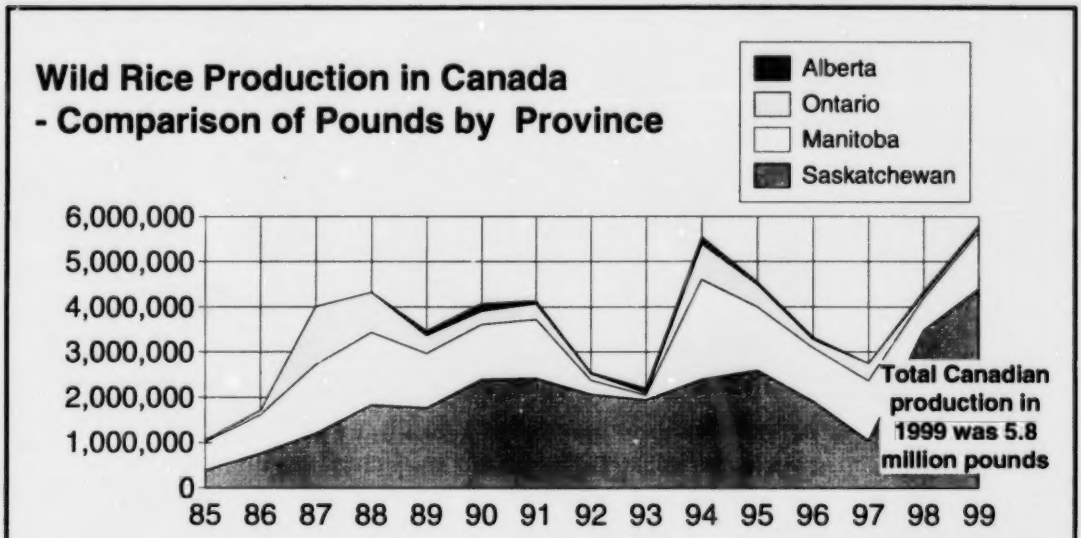
◊ *A Century of Fur Harvesting in Saskatchewan* attributes the decline of the industry to several factors. The nature of the industry has changed from one of traditional lifestyle to commercial. With the shift to urban living, few people live in close proximity to the trap line and the cost of trapping is now considerable. Changing attitudes towards trapping and depressed economies in Asian and former Soviet countries have resulted in low market demand and low pelt prices. As well, alternate sources of income are now available for young people, resulting in a trapper population whose average age is 55 or older.

◊ In order to avoid a ban on its furs by importing countries, Canada is complying with the European Union's international standards. Canada will ban the use of restraining traps on land by April 2001. The impact of this decision, however, will not be as great as

originally feared. Canada has 8 years from June 1999 to test and certify alternate trap methods for land use. Existing traps can still be used for drowning or for quick kill. Most trappers already use their existing traps in this way and have other options for land use. Northern trappers, therefore, will not have to purchase all new traps and they have more time, until 2007, to adjust to the new standards.

◊ In most cases, trapping is not a living, it's a lifestyle: the majority of trappers use the trap line to supplement their incomes from other sources, as a vacation retreat, and as a means of passing on the skills and culture to their families.

- **Wild rice** producers harvested a record 4.36 million pounds of green rice in autumn 1999. Growers received about $.75/lb, resulting in a total industry income of $3.3 million. The entire harvest has already been sold.



	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99
Saskatchewan	393000	761000	1214000	1836000	1776000	2410000	2420000	2075000	1950000	2400000	2600000	1927000	1060000	3500000	4400000
Manitoba	625000	854000	1500000	1600000	1200000	1200000	1300000	300000	100000	2200000	1400000	1160000	1300000	700000	1250000
Ontario	36000	100000	1306000	900000	400000	310000	365000	150000	50000	800000	500000	200000	400000	100000	100000
Alberta					100000	150000	60000	20000	100000	150000	50000	50000	0	50000	50000

Post-Secondary Education and Skills Training, La Ronge. Source: Saskatchewan Agriculture and Food, May 2000.

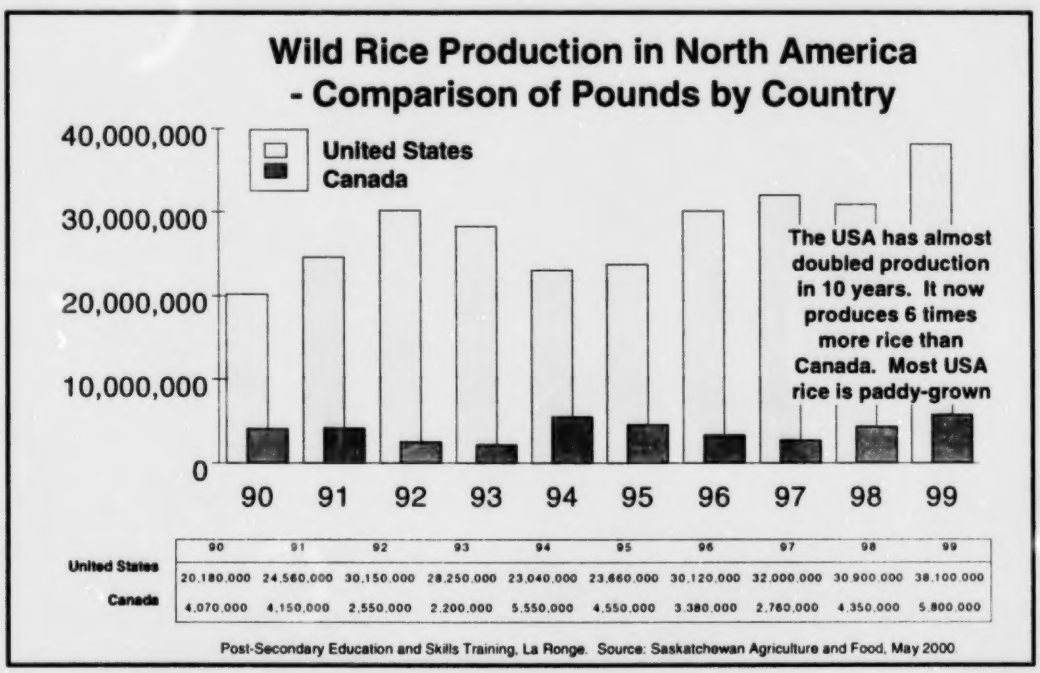
◊ Saskatchewan continues to be the leading producer of wild rice in Canada, as shown in the graph above. Manitoba, Alberta, and Ontario produced about 1.4 million pounds, bringing total Canadian production to a record 5.8 million pounds.

◊ Saskatchewan growers are continuing to pursue certification of their product as organic,

which could be accomplished this year if all growers support the idea and pay a small fee. Organic certification would allow growers to market northern Saskatchewan rice as distinct and commanding a higher price than the cheaper, smaller, paddy-grown American wild rice. American growers, however, are aggressively marketing their product as "natural", a term which is appealing to the purchaser but which has no restrictions against the use of chemicals or fertilizers like the "organic" label.

◊ The United States has almost doubled its production in the last 10 years. It now produces 6 times more rice than Canada - Minnesota and California produced 38 million pounds last year.

◊ By using paddies, the average California and Minnesota grower can produce 20 times more rice annually than a Saskatchewan grower. Our industry is comprised of many small producers, half of who generate less than 5,000 pounds for an annual income of less than $4,000.


Wild Rice Production in North America
- Comparison of Pounds by Country
40,000,000
30,000,000
20,000,000
10,000,000
0
United States
Canada
The USA has almost doubled production in 10 years. It now produces 6 times more rice than Canada. Most USA rice is paddy-grown
90 91 92 93 94 95 96 97 98 99

	90	91	92	93	94	95	96	97	98	99
United States	20,180,000	24,560,000	30,150,000	28,250,000	23,040,000	23,660,000	30,120,000	32,000,000	30,900,000	38,100,000
Canada	4,070,000	4,150,000	2,550,000	2,200,000	5,550,000	4,550,000	3,380,000	2,760,000	4,350,000	5,800,000

Post-Secondary Education and Skills Training, La Ronge. Source: Saskatchewan Agriculture and Food, May 2000

◊ To most of the 251 wild rice growers and their seasonal harvest workers, the northern wild rice industry offers seasonal employment to supplement other income sources. Harvesting generally lasts only 6 weeks.

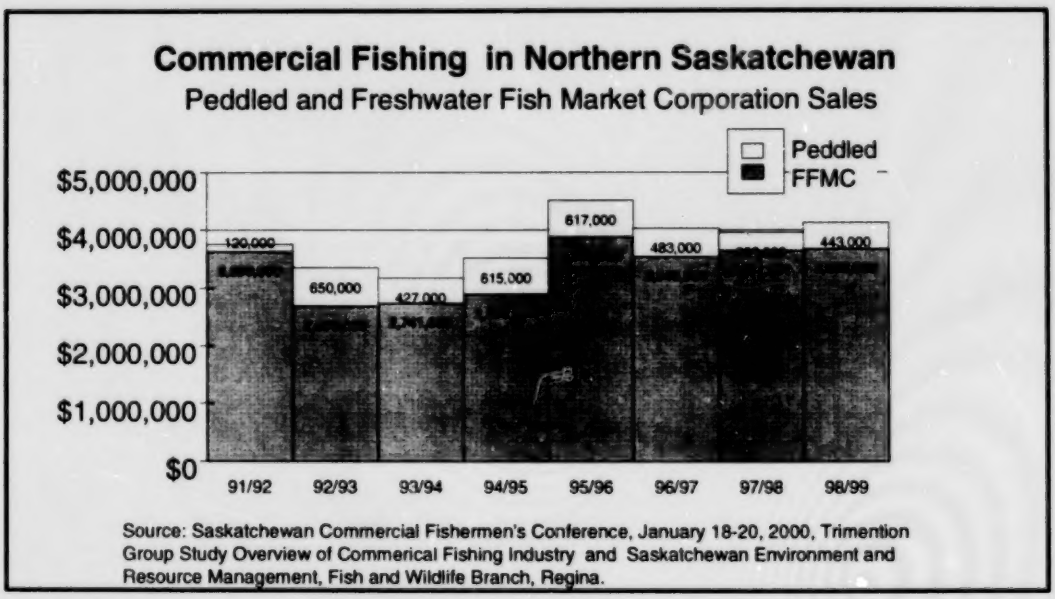
◊ Two processing plants in Saskatchewan – both in the north – process about two-thirds of the crop and employ about 70 people for a few months of each year. The La Ronge plant, with several First Nations bands as major shareholders with Keewatin Co-op, employs about 50 people on a seasonal basis. The privately owned Denare Beach plant employs

about 20 people for about 2 months of each year. About one-third of the crop is sent to Minnesota, Manitoba, or Ontario for processing.

◊ Grey Owl Marketing, owned by 72 provincial First Nations bands, and Riese's Canadian Lake Wild Rice of La Ronge market most of the Saskatchewan growers' products across North America and Europe.

- In 1998/99, **commercial fishermen** in the northern region sold 2.5 million kilograms of fish to Freshwater Fish Marketing Corporation (FFMC) through local agents. Initial payments to fishermen totaled $3.7 million. The total value, after final payments, is expected to reach $4.5 million.

◊ Since the development of provincial fish marketing regulations in 1985, more fishermen are peddling fish privately within the province. In 1998/9, 207,122 kilograms of fish were peddled at a value of $442,617 to fishermen. There are currently 6 licensed fish processing plants in Saskatchewan, which undertake most of the peddled fish sales.



Source: Saskatchewan Commercial Fishermen's Conference, January 18-20, 2000, Trimention Group Study Overview of Commerical Fishing Industry and Saskatchewan Environment and Resource Management, Fish and Wildlife Branch, Regina.

◊ The number of fishermen selling fish to FFMC has remained fairly constant at about 540. Each fisherman employs about 1 helper, resulting in a seasonal commercial fishing labour force of about 1,000 people.

◊ FFMC has centralized its processing plant in Winnipeg but maintains purchasing agents, packing plants, and freezer truck depots at several communities in the north such as La Ronge, Kinoosao, Deschambault, Pelican Narrows, Buffalo Narrows, Ile a la Crosse, Dore Lake, and Patuanak.

◊ The provincial government is supporting a revitalization of the commercial fishing industry and plans to double the volume over the next 5 years to 7 million kg and the sales value to $8 million annually. Options to realize this growth were discussed at a commercial fishing conference in January 2000. Options include improved marketing of Saskatchewan fish and investigation of the potential for value-added processing, increased fresh (not frozen) fish sales and specialty products like row. Investigation of new technology could be undertaken such as trap net pilot projects and potential to re-develop processing plants in the province. Inventories of fish species and of lakeside facilities could be undertaken. Other options include improved allocation of quotas, training in new technologies, and summer employment initiatives to recruit youth into the industry.

- **Wildcrafting** is the gathering of plant material in its natural habitant and includes bark and mosses for the craft industry, berries and mushrooms for food products, and plants for health products. Wildcrafting, a fledgling industry in northern Saskatchewan, depends on knowledge of what to pick, long hours, hard work, good prices, and marketing depots in order to make sufficient returns.

◊ To assist the industry, Saskatchewan Agriculture and Food published a *Farm Facts* sheet on wildcrafting and held 3 wild mushroom and 5 non-timber forest products workshops during 1999-2000.

◊ A permitting system has been established by SERM in order to determine the extent of the industry and assess the regulatory needs for the future. Permits are only required by commercial dealers and buyers – harvesters do not require permits.

◊ Mushroom and berry picking was very good in 1999. Mushroom pickers sold about $1 million in mushrooms, mostly morels. The berry picking was also good although sales figures are not available.

Resource Harvesting Sector Forecast

- Resource harvesting provided northerners with over $10 million in income last year.
- This sector faces barriers of long distances to markets, small quantities of product, low prices, minimal marketing and promotion, and few entrepreneurs with international sales connections.
- The fur industry is likely to continue to decline unless a diverse line of new products is created, marketing overcomes the "green" movement, and young trappers are recruited.
- The commercial fishing industry should see growth in employment and sales under the government's revitalization strategy.
- The wild rice industry, although weather-dependant, has the advantage over other special forest products by having a marketing structure, research and development, and an organic certification strategy that could improve the returns to growers.

Labour market demand	Course Offerings 2000-2001
Business skills Aquaculture techniques Safe food handling Training in the use of new technologies	Tourism/Entrepreneurial training

Construction Sector

- The construction sector is influenced by many factors including seasonality, economic conditions, and interest rates. Several projects have been announced for northern Saskatchewan that will ensure some stable employment opportunities in this sector for the next few of years.

  ◊ New mines and sawmills planned by the private sector will create employment in the construction industry over the next 3-5 years. However, construction of new mines and new forestry facilities is occurring more slowly than anticipated which will allow training agencies and employers more time to have trained workers in place.

  ◊ Government-funded institutional, and infrastructure projects such as roads, hospitals, and schools will contribute to the strong growth in local employment opportunities.

  ◊ Residential construction should also continue strong because of new funding for northern housing programs. $9M will be provided over 3 years for the stimulation of new off reserve housing units across the north, including construction of new units and home repair programs. $5M is provided for maintenance contracts for existing units, of which northern contractors have generally won in excess of 60%. As well, ongoing employment with mining companies and a potential boom in forestry jobs will address the chronic shortage of employment opportunities in the region, with the result that more northerners should be able to afford their own housing in the years to come.

- Contractors in the construction sector are faced, on one hand, with a chronic shortage of skilled trades workers in the north and, on the other hand, with most contracts containing clauses stipulating that they must hire from the north. However, the number of northerners who are trained and experienced in the industry is slowly growing, pushed by several policies.
  ◊ Northern hiring clauses enable northerners to gain entry into a construction trade and gain trade time toward certification.

  ◊ The Northern Apprenticeship Committee, an industry-agency partnership and a subcommittee of the Northern Labour Market Committee, assists employers to locate trades workers and also assists northern workers to find jobs and to complete their training and work hours towards their certification.

◊ *Exploring Trades and Technology* curriculum is a joint project with industry and northern schools to give students in grades 10 to 12 in northern Saskatchewan the chance to explore trades and technology occupations and have hands-on learning experiences.

- Northern workers may be able to access some of the estimated 7,000 construction jobs at the oil sands expansion around Fort McMurray, Alberta. The construction boom, however, is not anticipated to drain northern Saskatchewan of trades workers for several reasons. The north has few experienced workers in the trades needed: welders, electricians, millwrights, and heavy equipment mechanics. As well, many of the Fort McMurray jobs will be closed to union members. And contractors have committed to priority hiring from the Fort McMurray area and from Alberta.

Sector	Project	**Planned Northern Construction Projects**
Mining	Cluff Lake	In 2000-1, Cluff Lake will decommission some structures that are no longer required. About 50 workers will be needed for 2-3 years.
	Cigar Lake Mine	Construction of underground mine structures and camp facilities could commence 2001, with a workforce averaging 200 workers over 2 years.
	McClean Mill Rabbit Lake Mill	In 2002, the McClean Lake mill and the Rabbit Lake mill could be expanded to accommodate ore from Cigar Lake. About 50 workers will be required for about 1 year per project.
	Midwest Project	In 2002, a workforce of about 100 per year over 2-3 years could be required to construct the Midwest underground facilities.
	Potential	Goldfields open pit gold mine in Athabasca area; Foran's McIlvenna Bay zinc deposit; Darren and International Silica sand quarries; and Claude's gold deposit at Amisk/Tartan project on the eastside.
Forestry	Sawmills at Creighton and Deschambault	Only one of the 5 northern forestry projects has advanced beyond the planning stage. The Peter Ballantyne/Ainsworth partnership will begin construction in summer 2000 on the sawmill at Deschambault. Construction will take 6-9 months. The Creighton sawmill will be undertaken in the future in phase 2. The other projects are contingent on northern companies finding major industry partners and capital resources. Capital costs for the 5 projects are estimated at $100 million. If all projects proceed, construction could create short-term employment for a couple of hundred workers, commencing in 2000.
	Finger jointer plant at Green Lake	
	Sawmill at La Ronge	
	Sawmill at Beauval	
Health	Athabasca Region Hospital	Construction of the $9M hospital could begin on reserve near Stony Rapids in summer 2000 if the Band referendum vote approves the project. Tenders for construction will be issued with northern hiring and procurement clauses. Some staff housing units have been completed.
	La Loche Hospital	Construction will start summer 2000 on a new $9.5 M hospital to replace the existing structure at La Loche. Tenders for construction have been advertized and contracts will include northern hiring and procurement clauses. Construction should be complete in summer 2001. The health district is also planning the construction of housing units for staff.

Sector	Project	Planned Northern Construction Projects
Roads	Airports	The federal government has provided funding of $4 M to upgrade La Ronge runway during 2000-1, creating over 30 jobs; and $1.4M for resurfacing and maintenance at Wollaston and Fond du Lac.
	Highways	$34 M in major capital projects and road maintenance on highways across the north in 2000-1. The Athabasca Basin Dev. Corp. will maintain the Athabasca Seasonal road under contract to the province.
	Forestry Roads	The Forestry Sector Report anticipates that the forestry expansion will require construction of new log hauling roads and increase the demand for local contractors to provide road construction and maintenance.
Housing	Provincial 2000-2001	This is the first year of a new 3-year $9M commitment for northern housing. In addition, the housing authorities manage 1,162 rental units, resulting in maintenance budget of $5M of which northern contractors generally win over 60%.
	First Nations	Capital projects from 2000-2003 include water and sewer and subdivision development across the north.
Schools	Pinehouse	The school will be re-constructed as an integrated community service facility to include adult training, health, library and daycare services. The project will cost over $2M. Construction will begin 2000 to be completed by autumn 2001.
	First Nations	From 2000-2003 the federal government is providing over $30 million for a new school at Pelican Narrows and additions to schools on reserve at Fond du Lac, La Ronge, Deschambault, and La Loche.

Construction Sector Forecast

- Construction activity is expected to grow over the next few years as a result of government programs and economic growth, including: the 3-year provincial housing program, federally funded First Nations capital projects, gradual expansion of forestry sawmills and value-added facilities, and a potential production decision at Cigar Lake.

- The increase in demand for construction workers for new forestry sawmills and value-added plants will be more gradual than originally anticipated because of the delays encountered by northern companies in acquiring capital and major industry partners. The delay, however, will allow training agencies to better prepare for the expected demand.

- The labour shortage of skilled workers needs to be addressed by attracting and training new employees, as well as through re-training and upgrading of skills of existing workers.

Labour market demand	Course Offerings 2000-2001
Welders and metal workers	Exploring Trades and Technologies
Carpenters and cabinet-makers	Developmental Studies/pre-technologies
Electricians	Adult 12
Plumbers	Carpentry Level 1
Trades helpers and labourers	Carpentry Level II
Heavy Equipment operators	Carpentry Upgrader
Heavy equipment mechanics	Welding
Road maintenance	Building Maintenance

Non-Commercial Services Sector

According to Census 1996, one-third of the 9,750 employed northerners work in the commercial and non-commercial service industries. Non-commercial services, which include health and education-related businesses, employ 2,310 people in such occupations as administrators, health professionals and technicians, and teachers. Between 1991 and 1996, the non-commercial sector grew by 43%.

- Three **health** districts operate in northern Saskatchewan. The new management structures, with closer ties to the local communities than in the past, are committed to increasing opportunities in training and employment for northern people in health care careers and administration.

  ◊ By 2001, each of the 3 northern health districts will have a new health centre in operation, offering employment opportunities in the areas of acute care, long-term care, laboratories, counseling, and community health education. The health authority for the Athabasca region, formed in 1999, will identify health jobs for local residents at the new facility being built near Stony Rapids in 2000/2001. It will also develop a transition plan to move health services from Uranium City to Stony Rapids, and consider the future uses of the old Uranium City hospital. The Keewatin Yathe board, established in 1998, will have contracts in place in summer 2000 to begin construction of the La Loche health facility. The Mamawetan Churchill River health district, covering the north central and northeast, opened a new health centre in 1996 in La Ronge.

  ◊ The federal government has agreements in place with some First Nations to transfer administration of some health services to First Nations in phases over several years.

  ◊ It is estimated that health programs and facilities administered by provincial, federal, and First Nations employ about 1,000 people in the north. Keewatin Yathe, Mamawetan Churchill River, and Athabasca Health Authority employ approximately 200, 250 and 20 respectively. Federally funded programs on the 12 northern First Nations employ an estimated 500 people as nurses, dental technicians, addictions workers, community health educators, and support staff.

  ◊ A nursing shortage exists right across North America. Currently, health districts in northern and remote areas have more difficulty in recruiting nurses, lab technicians, emergency medical technicians, doctors, and counselors because they must compete with other districts that can offer more services and amenities. This situation is expected to worsen. It is important, therefore, that residents from the region are trained in health care careers because they are more likely to remain in the north.

  ◊ Provincial trends for less institutional care and more community-based health care should maintain the high demand for trained home care/special care aide workers and nurses.

- ◊ In late 1999, the three northern health districts and provincial training agencies formed the Health Training and Employment subcommittee to the Northern Labour Market Committee. The partners will work together to address the current shortage of nurses in the north as an immediate priority. Its long-term objectives include promoting health careers in schools, developing programs and new delivery models, and identifying employment opportunities in health careers in the north.

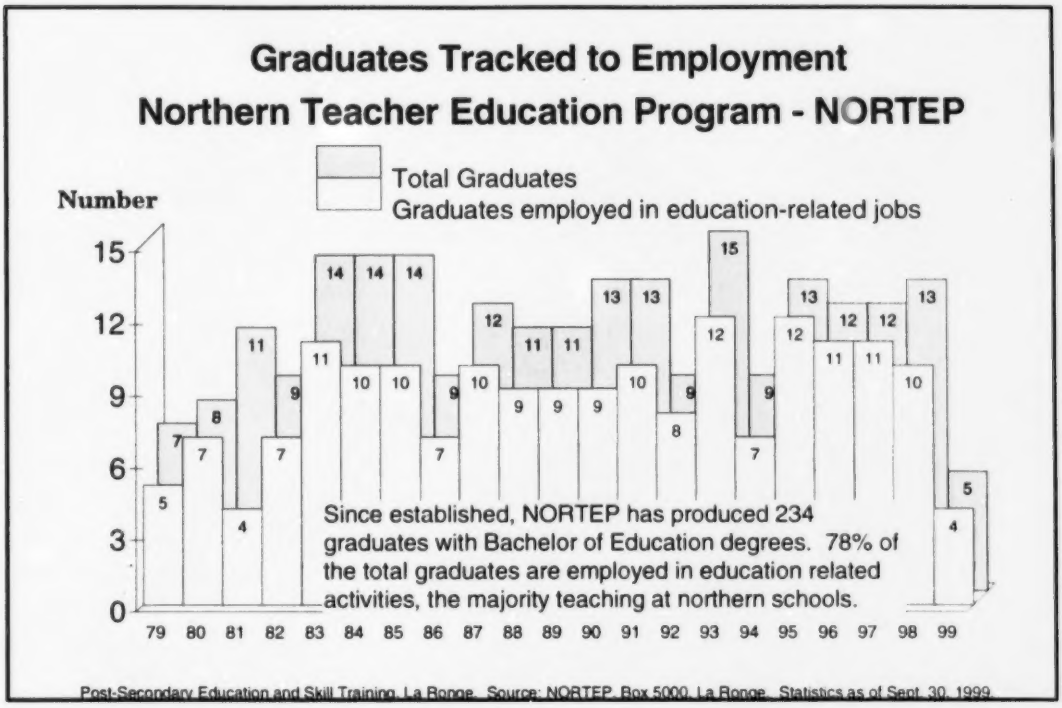
- A **teacher** shortage is expected to become more severe across Canada and the United States. Approximately 700-800 teachers are employed in the northern region: provincial schools in the north employed 348 full-time equivalent educators in 1998-99 and it is estimated that the First Nations systems employed a similar number.

  - ◊ The Saskatchewan Teachers Federation reports that recruiters from the United States and from neighbouring provinces can offer significantly higher salaries than Saskatchewan, with the result that 1 in 5 graduates leave the province to teach elsewhere. The teacher shortage is also fueled by the decrease in graduates from the province's universities and by an impending exodus from the profession as baby boomers retire.

  - ◊ School districts in northern and remote areas always have had more difficulty in recruiting teachers because they must compete with other districts that can offer more services and amenities. And unlike rural school districts, the northern region has a growing school-age population. Teachers with high school and math/science qualifications in particular are already in short supply in the north. This situation is expected to worsen as other provinces and southern districts mount more aggressive teacher recruitment campaigns.

  - ◊ NORTEP has graduated 234 teachers since 1979. Almost all the graduates are of Aboriginal ancestry. The majority (75%) of NORTEP graduates have stayed in the north to live and work. During 1999-2000, Northern Lights School Division employed 64 graduates, Ile a la Cross School Division employed 8, Creighton School Division employed 3, Prince Albert Grand Council employed 74, and Meadow Lake Tribal Council employed 27 graduates. The program has made a huge impact on northern schools: the percentage of Aboriginal teachers at northern provincial schools has jumped to over 25% and the teacher turnover rate has been significantly reduced.

  - ◊ NORTEP, which was initially a Bachelor of Education program to train elementary teachers, changed it mandate and program offerings in autumn 1999 to address the current shortage of high school and math/science teachers as well as the future shortage of teachers in general. Ten more science courses are now offered with a goal of producing middle years and high school teachers with specialty program qualifications. As well, in autumn 2000, NORTEP will increase its intake by 20 students.


Graduates Tracked to Employment
Northern Teacher Education Program - NORTEP
Total Graduates
Graduates employed in education-related jobs
Number
15
12
9
6
3
0
79 80 81 82 83 84 85 86 87 88 89 90 91 92 93 94 95 96 97 98 99
Since established, NORTEP has produced 234 graduates with Bachelor of Education degrees. 78% of the total graduates are employed in education related activities, the majority teaching at northern schools.
Post-Secondary Education and Skill Training, La Ronge. Source: NORTEP, Box 5000, La Ronge. Statistics as of Sept. 30, 1999.

◊ A roundtable consisting of educators from provincial and First Nations school divisions, government, and post-secondary institutions, was held in spring 2000 to generate ideas for new approaches for recruiting and retaining teachers in northern schools. Recommendations from the roundtable include:

- giving incentives to existing staff to upgrade their skills;
- encouraging NORTEP students to go into secondary level teaching;
- issuing more probationary teaching certificates;
- marketing the northern lifestyle and its attractions;
- giving recruitment incentives to teachers and interns; and
- implementing bursaries from corporate sponsors to offset the cost of increasing the NORTEP intake.
- Suggestions in the long-term include tax changes, salary parity with bordering provinces, altered school years, and deferred salary plans.

Commercial Services Sector

The commercial service sector includes personal and business services, recreation, accommodation, and transportation. Employment in this sector totals 1,390 in such occupations as administrators, hotel and restaurant workers, retail staff, accountants and book-keepers, truck drivers, and hair stylists. Between 1991 and 1996, this sector grew by 45%.

- Several northern communities, such as La Ronge, Air Ronge, Creighton, and Buffalo

Narrows, are evolving into regional service centres. New businesses are being formed to provide **personal and business services** such as retail outlets, food and accommodation to a growing population.

◊ Other businesses have opened to offer northern residents access to personal and business services, which were previously not available north of Prince Albert, such as banking services, loans, real estate, financial management, and services of lawyers, dentists and opticians.

◊ Sales and service, business, finance, administration and management occupations are projected to be the fastest growing occupations for the next few years, according to the SI Forecast June 1999.

◊ Several northern companies have been formed to supply such business services as catering, janitorial, and security to northern mines. They employ about 700 people of whom 400 are northerners. These companies, too, are facing a decline in activity because of the mining slow-down and have laid off some employees.

◊ Forestry operators are urging northern entrepreneurs to set up equipment service centres to undertake maintenance and repair of forestry machinery and trucks for the projected forestry boom in the north.

- A new strategy has been formed among agencies and industry to increase the number of northern residents with **professional qualifications**. NORTEP/NORPAC and Northlands College are offering first and second year university engineering and commerce curriculum. NORPAC is also offering third year university Arts and Science classes.

- Tourism Saskatchewan projects that **tourism** industries will grow 3% per year, the same rate that Statistics Canada is projecting for tourism growth in Canada to 2005. The challenge is to have a well-trained, competent workforce in place in order for the province and for the north to take advantage of this sector's growth.

◊ Tourism in Saskatchewan ranks 4th among all industrial sectors, employing more than 42,000 full and part-time workers and generating an estimated $1.14 billion in visitor expenditures. Saskatchewan residents account for 64% of total expenditures.

◊ The sector is primarily comprised of owner-operated small businesses, most of which operate on a seasonal basis or have peak seasons.

◊ Tourism employment is held in low esteem by society and by employers resulting in a high turnover rate and low commitment by employers to train their staffs.

◊ Skills that are the key to success for workers in tourism, according to the Saskatchewan Tourism Education Council (STEC), include interpersonal skills, good attitude and work ethic, organizational skills, and stress management skills. Managers should also have skills in computer technology, marketing, and financial management.

◊ Employers reported that the best types of training for their workers are courses in off-season, training-on-the-job, and short courses.

◊ The tourism industry in Canada and Saskatchewan has made significant strides since 1985 in addressing human resources issues such as high turnover, poor image of tourism as a career choice, low esteem of workers, and lack of training. To date, 39 national occupational standards and 26 national certification programs have been developed and are available in Saskatchewan for such careers as food server, bartender, front desk, tour director, guide, and heritage interpreter.

◊ Two emerging trends offer opportunities for northern and provincial tourism (as identified by Tourism Saskatchewan and Canadian Tourism Commission).

- Visitors from around the world seek Aboriginal cultural experiences. STEC recommends that Aboriginal tourism ventures should have cultural awareness programs for staff, professional development in cultural traditions for existing staff, customer service training for new staff, and youth programs and mentoring to encourage Aboriginal youth into the tourism industry.

- Adventure tourism including fishing, hunting, and outdoor adventures is a growing tourism sector. Well-educated baby boomers are demanding that tourism employees have a greater knowledge of the area and better interpretive skills.

◊ Several major client groups should be targeted by northern and Saskatchewan tourism operators (as identified by Tourism Saskatchewan and Canadian Tourism Commission).

- Aging baby boomers and mature adults are a growth market for the next 2 decades. These clients have above average incomes and are well educated.
- Nature and authentic experiences are especially desired by baby boomers.
- There are a growing number of affluent, well-educated single women who travel.
- Empty nesters are affluent, well educated and have time to travel.
- Younger adults, aged 30-40, present a market for outdoor adventure and winter experiences.

◊ A Northern Tourism Industry Assessment Report, published in early 2000, says northern tourism will continue to be based on the natural forest, wildlife, lakes and rivers.

- It estimates that 230 fishing/hunting outfitters operate in the northern region as well as 31 recreational resorts and 45 government campgrounds. Outdoor adventure is offered by 25 northern operators (some overlap with outfitters) who provide non-consumptive tours and eco-tourism activities such as hiking, canoeing, house boating, and rafting.

- Tourism businesses in the northern region (excluding Waskesiu, Prince Albert, and the Meadow Lake Park) are estimated to benefit by less than 1% of the total overnight

trips and less than 1% of the total tourism expenditures made in Saskatchewan. (Canadian Travel Statistics show trips and expenditures are 2% for the combined area of Waskesiu, Prince Albert, Meadow Lake Park, and northern region.)

- Tourists to the northern half of the province are more often Saskatchewan residents than tourists to other areas of the province, which see more inter-provincial and international travelers.

- Although northerners view their northern region as the primary fishing and hunting destination in the province, the statistics show that in fact less than 20% of all recreational hunting and fishing is done in the north.

- The northern region has no drive-through traffic because of the road infrastructure. Travel to the north, therefore, is two times more often specifically for recreation than the provincial norm.

- The Report identified the following barriers to northern tourism that must be addressed.
  1. Limited recognition of the north by tourists that the north is unique and diverse.
  2. Local residents generally overlook tourism as being an economic generator.
  3. There is no central voice and no communication among tourism stakeholders.
  4. The majority of tourism products and destinations are not market ready.
  5. There is no comprehensive marketing plan and no common northern image.
  6. Tourism operators have difficulty securing financing.
  7. Current transportation infrastructure restricts client access.

◊ A new tourism association, Northern Saskatchewan Tourism Inc., receives some funding from Tourism Saskatchewan for marketing efforts to promote the area. The Association will address many of the barriers listed above, including the development of a northern image, a broader marketing strategy, and communication among tourism stakeholders. Since the association covers Prince Albert northward, new northern tourism operators could benefit from mentoring and information sharing with established, experienced operators.

• The **transportation** industry in the northern region is tied to the economic cycles of mining, forestry, construction, and tourism.

◊ The trucking industry that serves the northern mines is experiencing a downturn in mine-related hauling as a result of downsizing of the northern mining industry. The industry could see increased activity if construction proceeds on the proposed Cigar Lake mine with spin-off renovations to mills at McClean and Rabbit Lake.

◊ After 13 years of serving the mining industry almost exclusively, Northern Resource Trucking, owned 71% by northern First Nations and Metis communities, is diversifying into other industrial sectors and hauling to non-northern locations. For the past year, NRT has been hauling rough lumber from the Wapawekka sawmill at Prince Albert to

Weyerhaeuser's planer and kiln at Big River. Drivers received special training to handle the longer length of vehicle. NRT is in its second year of a 3-year contract to haul for McClean Lake and is negotiating with Cameco to renew its expired contract.

◊ The projected forestry boom in northern Saskatchewan is expected to increase the demand for local truck drivers and owner-operators. However, the Forestry Report Phase II indicates that most of the existing loading and hauling contractors feel that they can accommodate the increased volume either by extending the operating period or by adding shifts. Drivers that are seasonal will now have opportunities to work longer periods or full time. Through interviews with forestry contractors, the report also found that truck driving had very poor employee retention rates. Training may be needed, therefore, not only to fill projected new jobs but also to replace drivers lost through attrition.

◊ A pilot shortage has been looming for the past few years but competition for pilots and aircraft engineers is becoming more intense in Saskatchewan and the north as other provinces and countries offer recruitment bonuses and higher wages. As well, our pilots and aircraft engineers must leave the province to train, resulting in many trainees not returning to work in Saskatchewan.

- The need for provincial training became critical last summer when Transport Canada announced that ground school requirements for commercial pilots would increase from 40 hours to 400 hours probably in late 2000. As a result of efforts by the Saskatchewan Aviation Sector Partnership, a partnership of industry, government, and training agencies, this autumn SIAST will open the first provincial commercial pilot training program in a unique partnership with industry. 20-25 students will receive ground school training, followed by flight training with industry, and ending with a further 3 months of ground school in the second year. Students (who require a private pilot license before enrolment) can expect to pay $35,000 for tuition and flight training.

- The Prince Albert Ground Council and the National Aviation College have formed a partnership to offer a 2-year commercial pilot/aviation management certificate program targeted to Aboriginal students. The program will commence this autumn with an intake of 24. Students will earn their private and commercial licenses at an estimated cost of $40,000 per seat over 2 years.

- The Aviation Sector Partnership estimates that the north needs over 20 journeymen and 20 apprentice aircraft mechanic engineers in the next few years. Northern Air Operations, the province's aircraft unit for forest fire fighting, have an immediate need. SIAST and the Aviation Council are considering an aircraft mechanic engineer program in partnership with Bombardier in Moose Jaw. Northern stakeholders would prefer that some of the training is undertaken in the north through Northlands College in order to train northern and Aboriginal people who are more likely to stay in the north to work.

Public Administration Sector

Public administration employment opportunities include administration, conservation officer, bookkeepers, and clerks. Census 1996 reports that 1,590 people are employed in this sector, a decrease of 20% since 1991.

- Municipalities and third-party organizations across the north have experienced a shortage of qualified workers with administrative skills for jobs in local government administration, economic development, and low-cost housing administration. SIAST along with the provincial Northern Housing Branch and other agencies developed a Social Housing Management Training certificate program for housing administrators in the north. The program is being delivered to 5 trainees as a pilot project during 2000-2001. Northlands College has worked with the University of Regina to develop a diploma program in local government administration, combining on-the-job experience and distance education/tutorial support.

- Municipal governments also see a need to train and certify water and sewer managers. Most municipal and reserve communities across the north now have water and sewer systems. The managers of these water and sewer systems will need to be certified within 5 years. Northlands College is pursuing the criteria for water and sewer management with SIAST and Saskatchewan Environment and Resource Management.

Service Sector Forecast

- National shortages of nurses and teachers are expected to have an even greater effect on the north because of our inability to compete with larger centres that can offer more amenities, and because of a growing demand from our growing population. The challenge for agencies is to have local people trained in time for these jobs, since local people tend to remain in the north.
- A national shortage of pilots and aircraft mechanic engineers is also being felt in the northern region.
- The growing demand for Aboriginal cultural experiences and outdoor adventures offer potential for northern tourism operators. In order to meet the projected growth in tourism, the northern region must develop a marketing strategy and a well-trained workforce.
- The upcoming expansion of the forestry industry will create employment opportunities for local truck drivers and owner-operators, offsetting the decline in mine-related hauling.
- The development of several northern communities into regional service centres has fostered the growth of new business ventures, which offer personal and business services previously not available north of Prince Albert.

Labour market demand	Course Offerings 2000-2001
Emergency medical technician	Emergency Medical Technician
Special Care/Home Care Aide	Special Care/Home Care Aide
Nurse, licensed practical nurse	Practical Nurse
Combined laboratory/X-ray technician	Common Core Health Training
Chemical addictions worker	First Nations Childcare
Dental assistant	
Food preparation	
	Truck driver
Truck driver	- Pilot training through SIAST and through
Pilots, Aircraft mechanic engineers	National Aviation College/PAGC
	- Involved with other agencies in the
Local government and housing administrators	development of Local government and housing
Computer software skills	administrator training programs
Accountants and accounting skills	Business Administration
Word processing	Computer clerk
	Computer systems support
Teachers, particularly high school, math and sciences	
	University math and science courses
Trades workers in maintenance and repair	Development program
	Literacy
	Adult 12/pre-technologies/Developmental studies
	Tourism/entrepreneurial training
	Guide training

2. Addressing Career Planning and Training Needs

2.1 Career and Employment Services

Canada-Saskatchewan Career and Employment Services were established in 1999 under the Federal/Provincial Training Agreement to help match the abilities of Saskatchewan workers with the needs of Saskatchewan employers. Career and Employment Centres in 5 regions across the province are administered by Regional Services Branch of Post-Secondary Education and Skills Training.

- The three CanSask offices located in the northern region provide a range of services and information, including:
  - ◊ Providing office space, fax machines, computers, and telephones for job seekers;
  - ◊ Providing career, training, and employment information from the Internet, newspapers, publications, and resource library;
  - ◊ Assisting job seekers with resumes and job searches, job postings and referral services;
  - ◊ Counseling clients on careers and employment preparation;
  - ◊ Assisting employers with job advertisements, recruitment, and screening of workers;
  - ◊ Providing employers with wage subsidies to assist them to find and train their workforces; and
  - ◊ Promoting local job development through partnerships with employers and community stakeholders to create sustainable employment.

- The three northern offices offer the following funding programs for employers and students.
  - ◊ The Work Placement program provides on-the-job training to eligible employees and assists employers to identify available jobs and the skills needed to fill those jobs.

  - ◊ The Bridging program provides a flexible range of programs, services and supports based on the needs of the clients. This includes assessment, career counseling job readiness skills, employability skills, life skills, academic upgrading, literacy, entry level skills, work experience, mentoring, job coaching, job development services, and employment related supports.

  - ◊ The Community Works program provides funding assistance to community-based organizations and municipalities to hire and train eligible employees in job creation projects that provide a direct benefit or service to the local community.

  - ◊ Two programs provide financial support to clients taking training courses. Skills Training Benefit assists clients receiving Employment Insurance Benefits who need to take training to get a job and keep it. The Provincial Training Allowance supports lower income students or students receiving social assistance who are enrolled in adult basic education or related courses.

2.2 Training Program Delivery

The development of the Northlands College program plan is essentially a six-step process, starting with four community program planning meetings.

Table 1, the Northlands College Community and Regional Needs Identification 2000-2001 report, itemizes northern communities' training and education priorities.

Table 2, the Northlands College Calendar, reflects only those programs where funding sources are secure before the calendar goes into print, representing about 50% of the programs the College offers in a year. The high priority areas (listed below) were identified during the planning process as well as by the analysis of labour market and economic development trends in the north.

2.2 a) High Priority Areas

- **Basic Education** was determined to be highest priority in the entire program planning meetings. Given the high demand for Basic Education, Northlands College offers **Developmental Studies Phases I, II, and III, and Adult 12** in each of the Program Centres, which are located in Buffalo Narrows, Creighton and La Ronge. The College also allocates funds to partner with other funding agencies in order to deliver Basic Education in other northern communities.
- In addition, **math and sciences** were determined to be a priority in order for northerners to gain access into technical and health-related training. The Mineral Sector Steering Committee again supports the delivery of **pre-technology** programs in each of the program centre regions.
- **Forestry**-related training and employment opportunities were identified during the planning meetings. Implications of the planned forestry expansion include increased technical expertise in forestry management and significant potential to expand into the secondary processing of forestry products. This expansion will result in unprecedented job creation with major impact occurring in the north. In order to facilitate a training plan for the Forestry sector, Northlands allocated funds for forestry training and is playing a major role in the development of a forestry partnership training agreement.
- Communities also determined that **Driver Training (class 5) and First Aid/CPR/First Responders** training was essential. The need to develop the community from within was seen as a priority and, therefore, training of trainers was deemed a priority, in addition, to individual training.
- In the Health sector needs were identified for **Licensed Practical Nurses, Home Care/Special Care Aides and Emergency Medical Technicians**. In response, a **Common Care Health Care Program** will be piloted in Buffalo Narrows to introduce candidates to the health care field. Specific credits will then be transferable to other health training programs. Northlands will be completing a third **Licensed Practical Nurse** program in December and have a new intake in January. Given that the northern region has one of the

highest employment turnover rates for nurses it is essential to train northerners for northern employment opportunities.

- In response to construction and mining opportunities and the demand for Northern trades persons, a **Northern Apprenticeship Strategy** needs to be developed. Key initiatives of **the Northern Apprenticeship Committee** will support a northern strategy, such as "*Making the Connection to the Workplace Project*". Northlands College continues to deliver trades training both in home communities and in partnership with industry. For example, a **pre-apprenticeship mechanical trades training initiative** is underway at the Rabbit Lake Mine site. Students will first take a common core program then branch into either **Heavy Duty Mechanics or Industrial Mechanics**.
- Programming priorities in the Tourism Sector are **service/hospitality training, adventure/eco tourism and accounting for small business owners** (all northern businesses).
- Detailed labour market demand and course offerings are included in the Sector Forecast Tables at the end of each industrial sector of the Overview Section.

2.2 b) Potential Resource Allocations

Northlands College's training capacity will be similar to the previous year. As of the May 2000, Northlands College Student Statistic Report the statistics were:

Region	Total Programs	Total Enrollment	
		F/T	P/T
Western	40	460	118
Eastern	39	322	303
Central	46	438	307
Athabasca	11	152	25
Totals	**136**	**1372**	**753**

Northlands College continues to develop major partnerships to leverage funding for the delivery of training across the north. As such, at the May Board Meeting, the Board approves a Program Plan which allocates funds by program area, by region and targeting key sectors such as mining, forestry and health.

Factors that will impact the resources available for programming in the 2000-2001 program year are as follows:

- An increased allocation of funds designated for Basic Education ($67,000) and Skill Training ($117,000).

- Elimination of the Links for Employment allocation will result in a reduction of $179,000.
- A new Provincial allocation of $1M for forestry training.

2.2 c) Capacity Issues

Northlands College develops its training plans based on needs identified by the communities, Aboriginal agencies, economic development organizations, and by industry. As a result:

- Programs rarely experience low enrollments.
- All programs, particularly skill training, experience capacity pressures. Industry involvement in the training needs assessment process ensures that skill training is linked directly to employment opportunities and activity within the northern labour market. In an area with a large young population and a small economic base, training is seen as a means of accessing the few available jobs. Usually the numbers of applications for training are ten times the numbers of available training seats.

The College anticipates that pressure will continue, particularly in high school programming/basic education and skill training, because of the large young population in the northern region.

2.3 New Delivery Strategies for Career Planning and Training

- During 2000-2001, CanSask Career and Employment Services and Northlands College will continue a **partnership agreement** for a second year at the Buffalo Narrows Program Centre. Under the partnership, Northlands College will deliver CanSask's career and employment services to the communities of Buffalo Narrows, La Loche, Garson Lake, Bear Creek, and Descharme. A similar partnership has been established with Northcote Metis Development Corporation to provide career and employment services to the communities of Cumberland House and Sturgeon Landing.

- Northlands College's program centre in Creighton continues to provide **co-location** and integrated services for CanSask Career and Employment Services.

- CanSask Career and Employment Services is currently signing a second contract with Keewatin Career Development Corporation (KCDC). This partnership has been established to meet the needs of clients residing in remote locations where access to CanSask services is limited. The **career and employment services are offered through multi-media,** in person via outreach offices, Band Offices, high schools, etc. As part of KCDC's mandate, they provide seminars and workshops to counselors in these remote locations which will better enable them to offer quality career and employment services.

- CanSask career services contracts have been signed with the Gary Tinker Federation to provide **assessments to clients with disabilities** and with Northlands College to provide assessments to clients in remote locations.

- Northlands College and CanSask will partner with over 30 other agencies in the **Headwaters** Project, a new 3-year demonstration project to provide information and communication technology services to remote communities in northern Saskatchewan. The project is one of 12 national pilot projects funded by Industry Canada, with matching in-kind contributions from the northern partners. The partnership will incorporate **distance education courses, career services, curriculum development, community Internet centres**, as well as product marketing and e-commerce services for businesses.

- The summative evaluation of the first five years of the Multi- Party Training Plan was completed in April 1998. The results of that evaluation formed the basis for the **implementation of Multi-Party Training Plan II**. The Mineral Sector Steering Committee will continue to determine the training needs in the mining sector and work with Northlands and other institutions for program delivery. For the 2000-2001, 15 programs have been identified to date for delivery.

- Northlands College continues to focus on building partnerships with other agencies to deliver **community-based programming**.

- Northlands College piloted and evaluated **Developmental Studies Phase I, II and III** and resources will be allocated for curriculum revisions and enhanced student support. The Developmental Studies Program is adult-centered with multiple entry and exit points. Key objectives of the program are to provide students with personal, professional, and academic skills to be successful in further education or to enter directly into the workforce.

- The College has developed a comprehensive **Basic Education Assessment Model** designed as a systematic process for gathering academic and personal student information in order to make decisions about the provision of services in areas of programs, instruction, and counseling. The primary objectives are to improve instructional strategies, improve students' ability to learn, assist staff to organize programs, and assist student services in developing counseling strategies and interventions. Dr. Ray Fast has reviewed the model and, in his estimation, it surpasses anything available in the province. As a result, it is being considered as a prototype for provincial application.

- One of several initiatives to promote northern access to math/science related careers undertaken by the College in 1998/99 included the design and delivery of a **first-year university level math/science engineering program** in La Ronge. The Cameco Access Program for Engineering and Sciences (CAPES) funded the program for the first 2 years. Northlands is pursuing a partnership with NORTEP and SIFC in order to sustain the program.

- As a recently certified **Work Keys Service Centre**, Northlands College will work with employers to improve the workplace and provide a vital link between education and training for employment. The system is designed for two purposes: 1) to help businesses fulfill their needs for workplace skills in hiring and training and 2) to help individuals document their workplace skills. The College has completed job profiles for the mining industry in the areas of millwright, radiation technician, heavy-duty mechanic, and clerk. The focus during the next year will be to work with the mining companies to test current employees and implement a training program to meet their needs.

- **Northern Apprenticeship Committee and the Exploring Trades & Technology (K-12) committees** continue to work together to promote trades careers in northern Saskatchewan. The project encourages youth and adults towards trades as a career opportunity, links high school students to the workforce, facilitates career and educational planning, and assists northern apprentices to move more quickly to achieve journey person status.

Table 1: Northlands College Community and Regional Needs Identification 2000-2001

Western Region Community Needs Assessment

Beauval		
Various Forestry Trades	Pre-Employment & Safety	Sawmill Training
Heavy Equipment Operator	Construction	Adult 12
Emergency Medical Technician	First Aide/CPR	Business Administration
Board Training	Proposal Writing	Cable Technician
Radio/TV Broadcaster		
Buffalo Narrows		
Volunteer Firefighter Training	Integrated Resource Management	Emergency Medical Tech.
First Aid/CPR	Licensed Practical Nurse	Fire Safety
Proposal Writing	Local Government Administration	
Ile a la Crosse		
Various Forestry Training	Welding	Apprenticeship
Electrical	Plumbing	Mechanics
Adult 12	Basic Education	Bridging to 12
Developmental Studies	Storefront Program	Licensed Practical Nurse
Addictions	Home Care/Special Care Aide	Business Administration
Computer Clerk	Computer Training	Local Govt Administration
Sewer/Water Training		
English River First Nation		
Driver Training	1A Truck Driver	"S" Endorsement
Green Lake		
Various Forestry Training	Mill Wrights	Stockpilers
Power Engineers	Electrical	Adult 12
Basic Education	Bridging	Computer Training
Small Business Management	Computer Repair	
Dore Lake/Sled Lake		
GED Prep	Local Government Administration	
La Loche		
Forest Fire Training	Forest Fire Supervision	Camp Cook
Skidder Operator	Delimber	Integrated Resource Mgmt.
Driver Training	Heavy Equipment Mechanic	Construction
Electrical	Plumbing	Carpentry Levels
Interior Drywaller/Finisher	Gasfitting	Masonry
Automobile Mechanic	Small Motor Repair	Painting
Adult 12	Basic Education	Bridging
Developmental Studies	Literacy	Emergency Medical Tech.
First Aid/CPR	Licensed Practical Nurse	Home/Special Care Aide
Business Administration	Computer Training	Computer Administration
Garson Lake		
Driver Training	Adult 12	Basic Education
Bridging	GED Prep	PALS
Teacher Assistant - Practicum	Emergency Medical Technician	Computer Training
Internet Training	Radio/TV Broadcaster	
Patuanak		
Camp Cook	Driver Training	1A Truck Driver Training
"S" Endorsement	Heavy Equipment Operator	Heavy Equipment Maint.
Small Motor Repair	Developmental Studies Phases 1-3	Computer Training
Housekeeping		
Cole Bay		
Forest Fire Training	Camp Cook	Various Forestry Training
Integrated Resource Management	Carpentry Levels	Adult 12
Basic Education	Bridging	Computer Training
Radio/TV Broadcaster	Cultural Training	

Michel Village/St. George's Hill

Various Forestry Training	Sawmill Training	Skidder Operator
Driver Training	1A Truck Driver Training	Small Motor Repair
Snowmobile Operator & Safety	Adult 12	Basic Education
Bridging	First Aid/CPR	Computer Training
Sewer/Water Management		

Eastern Region Community Needs Assessment

Creighton - Northcote

Computer Training	Health/Social Proposals	Writing Winning Proposals
Forestry Machine Technicians	1A Truck Driver Training	Linesman Training

Sandy Bay

Basic Computer Training	Licensed Practical Nurse/Registered Nurse/Home/Special Care Aide	
Accounting/Bookkeeping/Bus.Admin	Coach Training	Linesman Training
Youth Care Worker	Log Cabin Building	Radio Technician
Orientation to Daycare	Forestry Training - Various	Carpentry Levels I & II
Counseling/Community Group	Various Mine Training	Entrepreneurial/Small Bus.
Secretarial Skills	Professional/Commercial Cooking	Cosmetology
Sewer & Water Training		

Cumberland House - Northcote

Developmental Studies	Pre-Technologies	Forestry Training - Various
Forestry Supervisor Training	Plumbing	Teachers Aide/Assistant
Business Administration		

Cumberland House - Band

Business Administration	Basic/Advanced Comp Training	Forestry Training - Various
Youth Programming	ECE/O to Daycare/Childcare	Home/Special Care Aide
Carpentry/Plumbing/Electrician		

Deschambault Lake - Michael Ballantyne

Beginner/Advanced Computer Training	Life Skills	Project Management
Plumbing	Pre-Trades	Professional/Comm. Cooking

Deschambault Lake - Jane Ballantyne

Workshop Facilitation	Basic Computer Training	Developmental Studies
Apprenticeship Upgrade/Journeyman Trg	Early Childhood Intervention	Orientation to Daycare
Youth Care Worker		

Flin Flon - Friendship Center

Forestry Training - Various	Developmental Studies	Pre-Technologies
Youth Programming/Recreation Worker	Teachers Aide/Assistant	1A Truck Driver

Pelican Narrows - Horace Ratt

Grader Upgrader	Apprenticeship Upgrade	Discovery Program (HS)
Home Care/Special Care Aide	Life Skills Facilitator	

Pelican Narrows- PBCN

Forestry Training - Various	Developmental Studies/Adult 12	Basic/Advanced Comp Training
Project Management	Apprenticeship Upgrade	

Pelican Narrows - Village

Business Administration	Forestry Training - Various	Adult 12

Central Region Community Needs Assessment

La Ronge

Radiation/Environmental Monitoring	Industrial Instrumentation	Various Trades
Various Forestry Trades	Adult 12	University
Beginner/Advanced Computer Training	Licensed Practical Nurse	PALS
Registered Nurse	Orientation to Daycare	Childcare Training
1A Truck Driver Training	Computer/Accounting Clerk Literacy	

Air Ronge

Small Equipment Operator	Aircraft Repair	Pilot Training
Engineering	Beautician Training	Retail Training
Computer Systems Repair	Computer Programming	

Timber Bay

Various Forestry Training	Fire Camp Cook	Firefighter Training
Beginner/Advanced Computer Training	Residential Fire Training	Adult 12
Developmental Studies Phase II & III	Crew Boss Training	Internet Training

Brabant Lake

Small Motor Mechanics	Upgrading	First Aid/CPR
Class Five Driver Training		

Stanley Mission

Developmental Studies Phases II & III	Beginner Computer Training	Carpentry Level II
Short Order Cook		

Weyakwin

Mechanical Forestry Training	Fire Camp Cook	Firefighter Training
Crew Boss Training	Residential Fire Training	Dev. Studies I & II
Basic Education (Adult 12)	Youth Programming	

Montreal Lake

Fire Camp Cook	Firefighter Training	Crew Boss Training
Residential Fire Training		

Sucker River

Developmental Studies Phase III

Southend

Pilot Training	Upgrading	GED Prep & Testing
Accounting/Computer Training	Advanced Computer Training	Eco-Tourism

Lac La Ronge Indian Band

Small Motor Mechanics	Dev Studies Phase I & II	Welding
Basic Education		

Health District

Home Care/Special Care Aide	Certified Dental Assistant	Rehabilitation Asst
Emergency Medical Technician	Addictions Counselors	First Responders
Health Group Facilitation	Service Worker/Food Services	Social Workers
Recreational Therapist	Community Health Educators	

Athabasca Region Community Needs Assessment

Wollaston Lake

Propane Servicing Training	First Aid	Computer Training
Occupational Health & Safety	Board Training	Hospitality
Bus Driver Training	Heavy Equipment Operation	Fire Crew Training
Volunteer Fire Crew Training	Home Care	Entrepreneurship Training
Minute Taking	Heavy Equipment Maintenance	Life Skills
Driver Training		

Uranium City & Camsell Portage

Driver Training	Bus Driver Training	Taxi Driver Training
Small Engine Repair	Adult 12/GED	Small Business Training
Computer Training	Occupational Health & Safety	First Aid/CPR
Life Skills/Budgeting/Banking	Volunteer Fire Fighter Training	Water Sampling

Black Lake

Adult 12	University Entrance Programs	Business Administration
First Aid/CPR	Heavy Equipment Operator	Entrepreneurial Training
Carpentry Level II	Traditional Training	

Fond du Lac

Heavy Equipment Operator	Grader Operator Certification	Adult 12
Construction Trades:	Auto Repair	First Aid/CPR
Bricklaying	Developmental Studies I, II & III	Computer Training
Plumbing	Tourism	Small Business
Welding	Board Training	Clerk Typist

Accounting Clerk	Driver Training	Recreational Worker
General Maintenance Training		
Stony Rapids		
Driver Instructor Training	Fre-Employment Plumbing	Board Training
Developmental Studies Phase III	Licensed Practical Nurse	Food Services
Security Training	Emergency Response	Custodial Training
Entrepreneurial Training	Grader Operator Training	Driver Training
Mortuary Training	Life Skills	

Table 2: Northlands College Calendar

COURSE OFFERINGS 2000-2001

This calendar represents only those programs that are in an advanced state of development at the time of calendar printing. Program details may be subject to changes. Additional programming is fully expected as funding and delivery partnerships are established throughout the program year.

PROGRAM NAME	LOCATION	DATES	LENGTH	TUITION FEES (approx)	BOOKS ETC. (approx)	ENTRANCE REQUIREMENTS (Intake interviews may be required)
MINE TRAINING						
1A Truck Driver Training-	La Ronge	Apr. 16/01 - June 8/01	8 weeks	$5,000	N/A	Unrestricted class 5 license, able to pass medical
Instrumentation Technician	La Ronge	Aug. 11/00 - June 29/01	44 weeks	$3,500	TBA	Grade 12 with English, Math and Science
Radiation/Environmental Monitoring Technician	La Ronge	Sept. 11/00 - Oct. 12/01	51 weeks	$3,162	$850	Grade 11 with English 20, Algebra 20 and Chemistry 20
HEALTH AND COMMUNITY SERVICES						
Licensed Practical Nursing	Buffalo Narrows	Jan. 8/01 - Jan. 31/02	57 weeks	$3,534	$1,625	Grade 12 with a minimum 60% average; level 20 or 30 math
Home/Special Care Aide	La Ronge	Oct./00 - June/01	38 weeks	$2,356	TBA	Grade 12, entrance testing may be required
Partial	Buffalo Narrows	TBA	30 weeks	$1,860	TBA	
Emergency Medical Tech	Buffalo Narrows	Aug. 28/00 - Nov. 30/00	14 weeks	$868	$400	Grade 12, CPR "C" Level and standard First Aid
First Nations Child Care	Buffalo Narrows	Aug. 14/00-June/01	40 weeks	$1,764	$350	Grade 12 or Mature Admission
Community Service Worker	Sandy Bay	January 2001	TBA	TBA	TBA	Grade 12 or equivalent
BUSINESS						
Computer Clerk	Creighton	Aug. 28/00 - June 29/01	41 weeks	$2,542	$1,200	Grade 12 or equivalent
Office Education/ Computer Clerk	La Ronge	Sept. 11/00-June 27/01	37 weeks	$2,294	$900	Grade 12 or equivalent
Basic Office Education	Green Lake	Sept. 5/0 - June 29/01	43 weeks	$2,666	$1,225	Grade 12 with strong interest in Office Management
Computer Systems Support	Buffalo Narrows	Aug. 29/00 - May 29/01	36 weeks	$2,232	$900	Grade 12 or equivalent
FORESTRY						
Forestry Diploma-Year I	La Ronge	Sept. 11/00 - June 22/01	38 weeks	$2,356	$800	Grade 12 or equivalent
Sawmill Operator	Deschambault	TBA	10 weeks	$620	TBA	Grade 10 and/or experience in forestry industry
Mechanical Harvester	La Ronge	TBA	6-8 weeks	TBA	TBA	TBA
1A Truck Driver Log Haul	Buffalo Narrows	Nov. 6/00 - Dec. 22/00	7 weeks	$434	N/A	Grade 10, Class 5, drivers abstract,
	Pelican/CHse	July 10/00 - Sept. 18/00	7 weeks	$434	N/A	medical certificate
ADULT UPGRADING	Students should contact appropriate sponsoring agencies. College may sponsor tuition and book fees.					
Adult 12/Pre-Tech.- Quadmester System	La Ronge	Aug. 29/00-June 22/01	9 week blocks	$1,530/block	TBA	Grade 10 or equivalent
Adult 12/Pre-Tech.-	Buffalo Narrows	Aug. 29/00-June 22/01	39 weeks	$6,630	N/A	Grade 10 or equivalent
Semester System	Creighton	Sept.5/00 - June 28/01	39 weeks	$6,630	$250	Grade 10 or equivalent
Developmental Studies –	Sandy Bay	Sept. 5/00 - Dec. 1/00	13 weeks	$2,210	$250	Pre-testing, interviews with student
Phase I	Cumberland Hs	Aug. 28/00 - Nov.24/00	13 weeks	$2,210	$250	services
	La Ronge	Aug. 29/00 - Dec. 8/00	12 weeks	$2,040	TBA	Pre-testing, interviews with student
	Buffalo Narrows	Aug. 29/00 - Nov. 23/00	12 weeks	$2,040	N/A	services
	Montreal Lake	TBA	12 weeks	$2,040	N/A	Pre-testing, interviews with student
	Southend	TBA	12 weeks	$2,040	N/A	services
Developmental Studies –	P. Narrows	Sept. 5/00 - Feb. 16/01	22 weeks	$3,740	$250	Pre-testing, interviews with student
Phase I/Literacy	Deschambault	Sept. 5/00 - Dec. 8/00	14 weeks	$2,380	$250	services
Developmental Studies –	P. Narrows	Sept. 5/00 - Feb.16/01	22 weeks	$3,740	$250	Phase I or pre-testing
Phase II	La Ronge	Jan. 8/01 - May 25/01	22 weeks	$3,740	TBA	Phase I or pre-testing
	La Loche	Aug. 29/00 - Feb. 15/01	22 weeks	$3,740	N/A	Phase I or pre-testing
	Southend	TBA	22 weeks	$3,740	TBA	Phase I or pre-testing
Developmental Studies -	La Ronge	Sept. 11/00 - May 16/01	27 weeks	$4,590	TBA	Phase I and/or II or partial completion of
Phase III	Cumberland	Sept. 5/00 - Mar.23/01	27 weeks	$4,590	$500	BE 10 program or pre-testing. Interview
	Creighton	Sept. 5/00 - Mar. 21/01	26 weeks	$4,420	N/A	with student services may be required.
	Buffalo Narrows	Nov. 28/00 - June 21/01	27 weeks	$4,590	N/A	As above.
PALS	La Loche	TBA	32 weeks	N/A	N/A	No Prerequisite
	La Ronge	Aug. 29/00 - June22/01	39 weeks	N/A	N/A	No Prerequisite

COURSE OFFERINGS 2000-2001

This calendar represents only those programs that are in an advanced state of development at the time of calendar printing. Program details may be subject to changes. Additional programming is fully expected as funding and delivery partnerships are established throughout the program year.

PROGRAM NAME	LOCATION	DATES	LENGTH	TUITION FEES (approx)	BOOKS ETC. (approx)	ENTRANCE REQUIREMENTS (Intake interviews may be required)

FURTHER PENDING PROGRAMS

- Literacy - Regional
- Forestry Programs in partnership with Industry
- Developmental Studies Phase I:
- Developmental Studies Phase II:
  Deschambault Lake Southend
- Developmental Studies Phase III:
- Class 5 Driver Training - Various
- Business Administration - Pelican Narrows
- Truck Driver Training - Various
- Computer Training - Athabasca Basin
- Level I Carpentry Apprenticeship - Buffalo Narrows
- Level II Carpentry Apprenticeship - Buffalo Narrows

Camsell Portage
Montreal Lake Fond du Lac Sandy Bay

Stanley Mission Athabasca Basin Wollaston Lake

UNIVERSITY COURSES

Northlands College will offer the following University of Saskatchewan and University of Regina courses in La Ronge:
September 2000 - April 2001 Academic Year

COURSE	TERM
Agriculture 111.3*	1
Agriculture 112.3*	2
Anthropology 111.3*	1
Archeology 112.3*	2
Art 220*	2
Astronomy 100*	1
Biology 100	1
Biology 101	2
Chemistry 111.3	2
Computer Science 100*	1
Cree 100*	1
Cree 101	2
English 100*	1
English 110.6*	1
Geography 101.3/111.3*	1

COURSE	TERM
Geography 102.3/112.3*	2
Human Justice 201	1
Logic 100*	2
Math 110.3	1 & 2
Music 100*	2
Native Studies 110.6*	1 & 2
Physical Activity 270*	2
Physics 111.6	1 & 2
Psychology 100*	1
Psychology 220	1
Religious Studies 100*	2
Sociology 213	1
Women's Studies 100*	1

* No prerequisite

SIAST/SCN

SCN SITES: La Ronge, Buffalo Narrows, Creighton

Business Certificate Program

Accounting 122	Economics 120
Accounting 125	Economics 121
Administration 120	Finance 120
BCOM 120	Law 220
BCOM 121	Marketing 120
Computer 120	Statistics 120
Computer 121	

Human Resources Certificate

Administration 220	Administration 222
Administration 230	

Students may Register directly with SIAST, Palliser Campus by calling 694-3257 or contact Northlands College.

Communications Skill	HC/SC
Personal Competence	SC
Kitchen Equipment	Food Service

Students may Register directly with SIAST, Kelsey Campus by calling 933-5555 or contact Northlands College

Math/Science/Engineering Program

Northlands College university programming offers students the first year of professional study in Engineering, Medicine, Dentistry, Physics Therapy, Veterinary Medicine, and Education. Some bursaries are available for students in these programs.

GED Testing Dates

	La Ronge	Creighton	Buffalo Narrows
August /00	15 & 16		
October/00	17 & 18	13 & 14	4 & 5
December /00	5 & 6	8 & 9	
February /01	6 & 7	16 & 17	
April /01	10 & 11	20 & 21	11 & 12
June/01	12 & 13	8 & 9	

*Testing Fee $35.00
*Photo Id may be required at test site

GED/Career Prep	Creighton	Sept. 5/00-May 25/01
	Pelican	Jan. 3/01 - Mar. 1/01
	Cumberland	June 26/00 - Jul. 14/00

Application deadline for most courses is June 23, 2000.

3. Appendices

Appendix 1: Demographic Profile

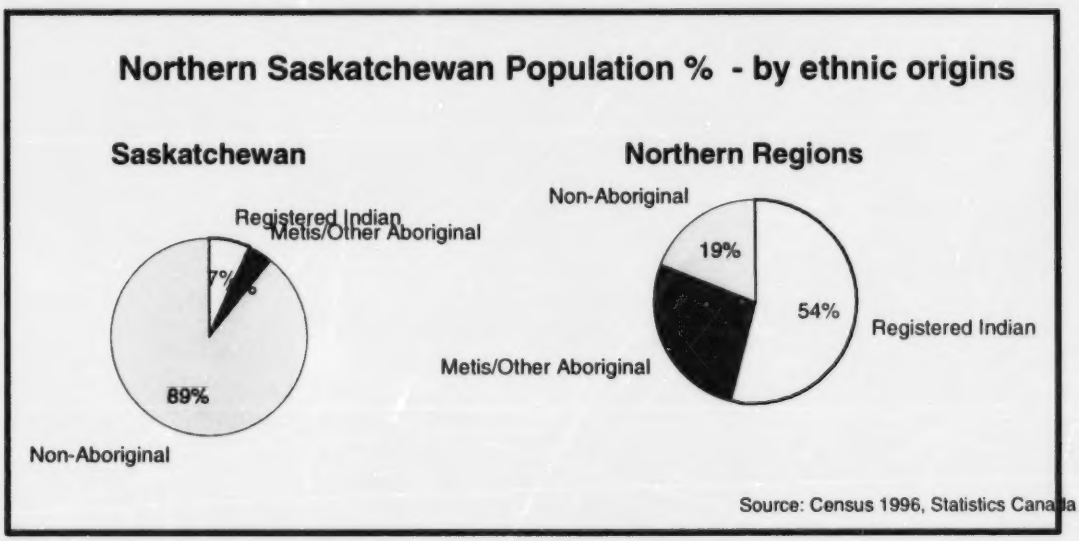
Population

The Department of Health's 1998 calculations show:

- 34,944 people live in the northern half of the province.
- about two-thirds of the residents live in 35 municipalities, and one-third reside on reserves belonging to 12 First Nations bands.
- about half of all northerners live in communities with populations of less than 1,000.

The northern region is home to non-Aboriginal people as well as Aboriginal people from 3 main groups – Cree and Dene First Nations and Metis. The following chart based on Census 1996 indicates that:

- First Nations are the largest cultural group forming 54% of the population in the region.
- Non-status and Metis people comprise 27% of the northern population.
- Non-Aboriginal people comprise 19% compared to 89% in the province as a whole.



Overall, Aboriginal people comprise 81% of the northern Saskatchewan population, a significantly larger proportion than in other regions of Saskatchewan. In comparison, other

regions within the province with high Aboriginal populations include Prince Albert at 20%, North Battleford at 22%, and Meadow Lake at 26%.

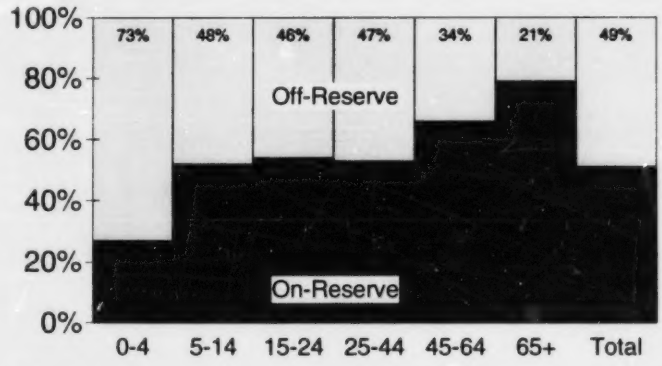
The Registered Indian population in the northern region is 22,811, according to Saskatchewan Health statistics for 1998.

- A total of 11,614 or 51% of the registered Indian population lives on northern reserves and 49% live in provincial municipalities.
- In Saskatchewan as a whole, 40,114 people live on reserve.
- Overall, northern Registered Indians living on-reserve comprise almost 1/3 (29%) of the province's total reserve population.

As the following chart depicts, younger people tend to live off -reserve more than the older populations.

- 73% of children under age 5 live off-reserve
- just under half of those age 5 to 44 live off-reserve
- 66% of the 45 to 64 age group and 79% of those over age 65 reside in reserve communities.

Registered Indian Population by Residence and by Age Groups



The northern population registered to Indian bands totalled 22,811in June 1998.

The number living on-reserve totalled 11,614 or 51% of the Registered Indian population. A larger proportion of those over age 44 lived on-reserve than the younger age groups.

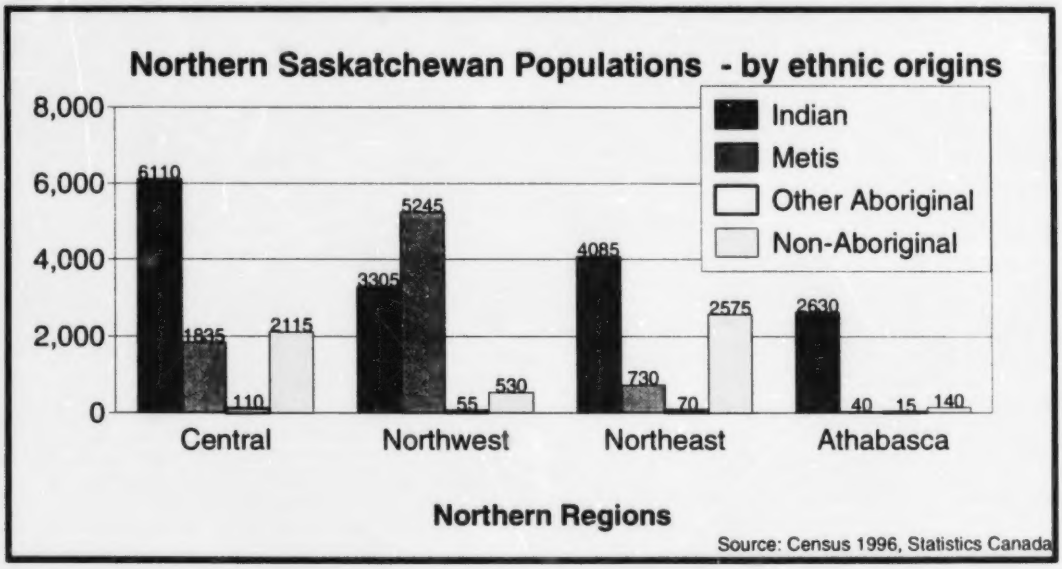
Post-Secondary Education and Skills Training, La Ronge. Source: Covered Population 1998, Saskatchewan Health. Unrefined data from residence code of previous year due to difficulty in distinguishing reserves from northern villages.

Within the northern region, 4 distinct areas exist, based on access by traditional water routes and by community ties. As the table and graph below depict:

- The Athabasca area of the north has the highest proportion of First Nations people at 95%.
- The western area has the highest ratio of Metis/other Aboriginal people at 58% and the lowest ratio of Registered Indians.
- The Central and the Eastern areas, traditionally tourist and mining areas, have large populations of non-Aboriginal people but are also home to members of the Lac La Ronge and Peter Ballantyne First Nations, two of the largest bands in Canada.

	Northern Region										
Census 1996	**Central**	**%**	**West Side**	**%**	**East Side**	**%**	**Athabasca**	**%**	**Total**	**%**	**Sask. %**
Indian	6,110	**60%**	3,305	**36%**	4,085	**54%**	2,630	**93%**	16,635	**54%**	**7%**
Metis	1,835	**18%**	5,245	**57%**	730	**10%**	40	**1%**	8,180	**26%**	**4%**
Other Aboriginal	110	**1%**	55	**1%**	70	**1%**	15	**1%**	250	**1%**	**0%**
Non-Aboriginal	2,115	**21%**	530	**6%**	2,575	**34%**	140	**5%**	5,925	**19%**	**89%**
Total Population	**10,145**	**100%**	**9,130**	**100%**	**7,530**	**100%**	**2,825**	**100%**	**31,035**	**100%**	**100%**

Note: table columns above may not total because of rounding by Statistics Canada. As well, 1400 northerners defined by Census 1996 as living in unorganized areas are included in the Total column but are not included in the 4 northern regions.



Population by Age

The age distribution of northern Saskatchewan's population differs significantly from the province as a whole as depicted in the following table and graph based on Saskatchewan Health statistics for 1998.

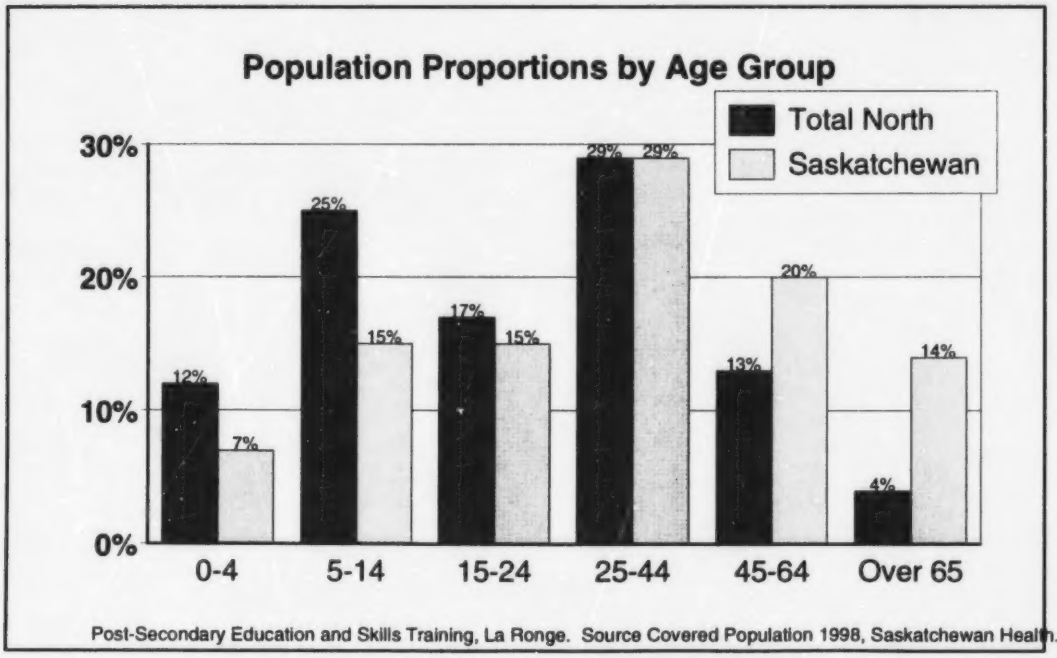
- The proportion of the population under the age of 5 is 12%, almost double that of the provincial average.

- 54% of the population of northern Saskatchewan is under the age of 24 compared to 37% provincially.
- The labour force – age 15 to 64 – is 59% of the population compared to 64% for the province as a whole. Within the labour force, a larger proportion is under the age of 45 in the north than the provincial average.
- The proportion of the population over age 65 is only about ¼ the provincial average.

Population by Age Group – Saskatchewan Health 1998

Age Groups	On-reserve		Municipality		Total North		Total Sask.
	Number	%	Number	%	Number	%	%
0-4	886	8%	3,370	14%	4,256	12%	7%
5-14	3,221	28%	5,397	23%	8,618	25%	15%
15-24	2,291	20%	3,732	16%	6,023	17%	15%
Subtotal under 25	**6,398**	**55%**	**12,499**	**54%**	**18,897**	**54%**	**37%**
25-44	3,232	28%	6,895	30%	10,127	29%	29%
45-64	1,409	12%	2,974	13%	4,383	13%	20%
Over 65	575	5%	962	4%	1,537	4%	14%
Total	**11,614**	**100%**	**23,330**	**100%**	**34,944**	**100%**	**100%**

- Overall, as this graph portrays, the northern population has a much higher proportion of children and a much younger labour force than the whole province.



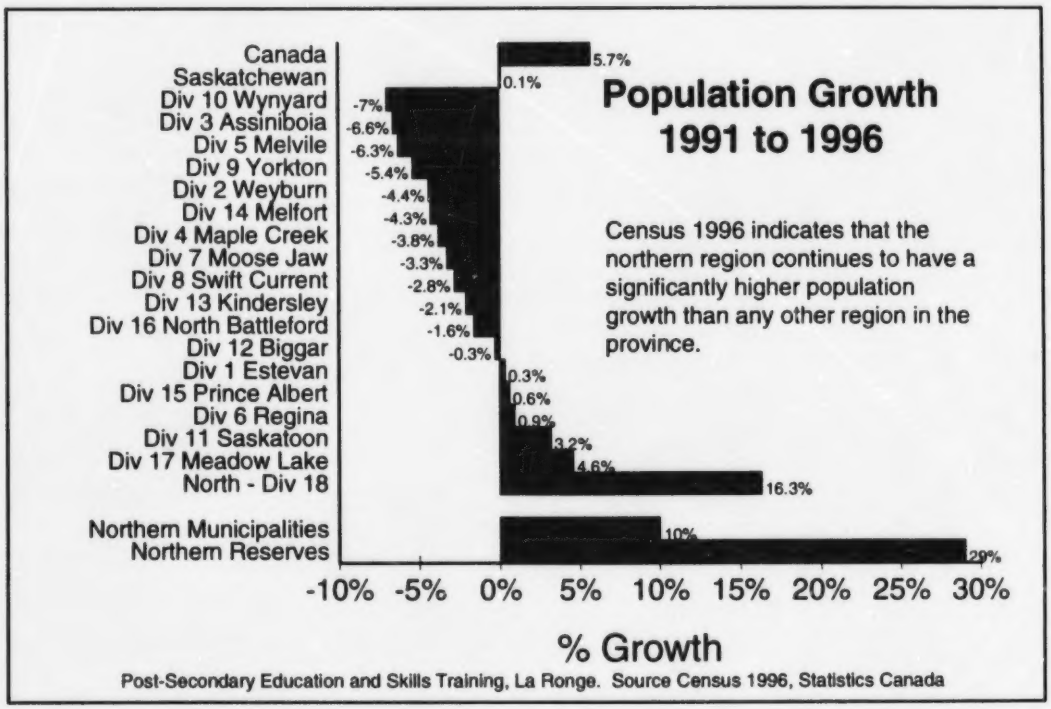
Post-Secondary Education and Skills Training, La Ronge. Source Covered Population 1998, Saskatchewan Health.

Population Growth

- Six of the 18 Census districts in Saskatchewan have shown a population increase between 1991 and 1996 – an improvement over the previous Census period when only 3 districts had population growth.

- The following graph depicts that the northern region population grew by 16% - 4 times the growth of any other region. The northern area does not benefit greatly from in-migration and its population increase is due mostly to a younger population with a higher birth rate.

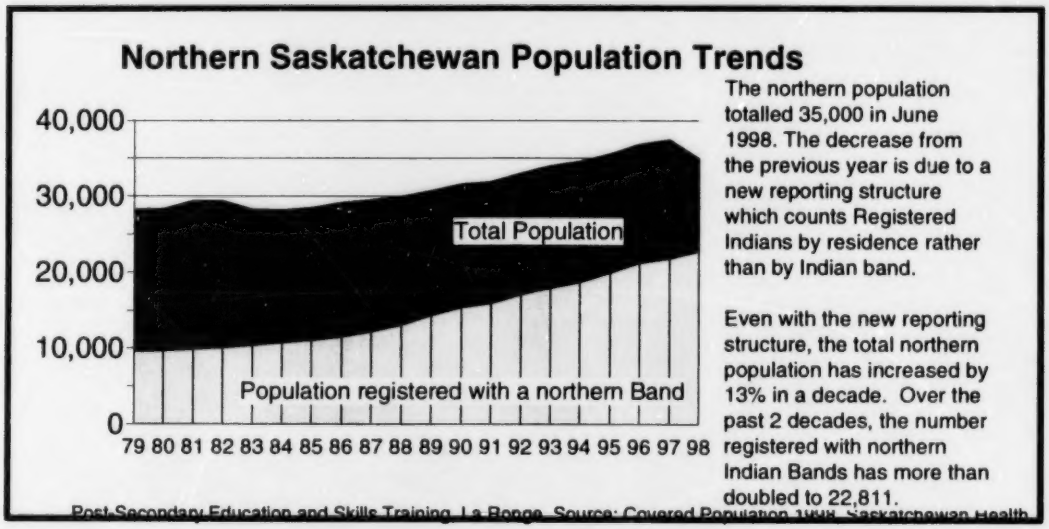
- Within the northern region, population growth varied greatly by community. Northern municipalities ranged from a population decline of 31% to an increase of 77% for an average increase of 10%. Northern reserve communities all grew, ranging from increases of 4% to 65% for an average population growth of 29%



Post-Secondary Education and Skills Training, La Ronge. Source Census 1996, Statistics Canada

- According to Saskatchewan Health 1998 statistics, 4,256 children are in the 0-4 age category. This suggests that school systems in the north will continue to have high enrolments for the next few years. The growth trend, however, has halted in the last 3 years for the 0 to 4 age group in both the non-reserve population and the Registered Indian population. The number of children in this age group had increased by 30% between 1984 and 1996.

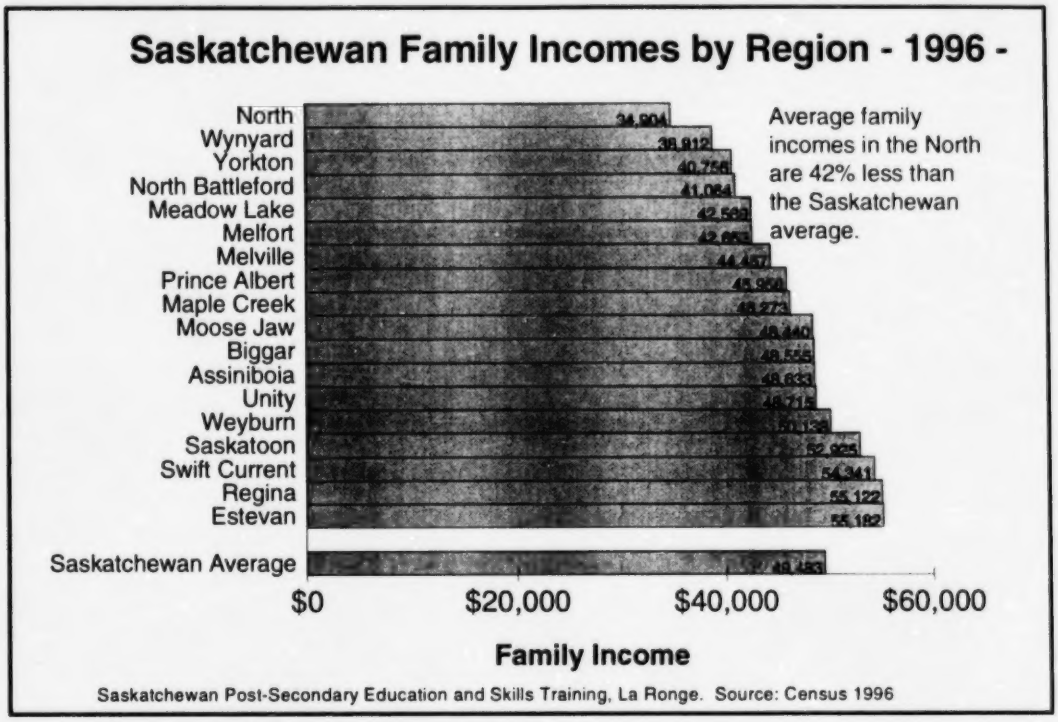
- The graph below depicts the population trend over the last 20 years. The decline in 1998 is due to changes in Saskatchewan Health's reporting structure rather than an actual population decline. Prior to 1998, Saskatchewan Health counted the total Registered Indian population as the reserve population rather than the actual number residing on reserve. Even with the change in reporting structure, the total northern population has grown by 13% in the last decade and by 29% in the last 2 decades. In 2 decades, the population registered to northern Indian bands has more than doubled to 22,811.


Northern Saskatchewan Population Trends
40,000
30,000
20,000
10,000
0
Total Population
Population registered with a northern Band
79 80 81 82 83 84 85 86 87 88 89 90 91 92 93 94 95 96 97 98
The northern population totalled 35,000 in June 1998. The decrease from the previous year is due to a new reporting structure which counts Registered Indians by residence rather than by Indian band.
Even with the new reporting structure, the total northern population has increased by 13% in a decade. Over the past 2 decades, the number registered with northern Indian Bands has more than doubled to 22,811.
Post-Secondary Education and Skills Training, La Ronge. Source: Covered Population, NWR, Saskatchewan Health

Overall, the important points and challenges regarding the northern population are that the majority of the population is of Aboriginal ancestry and a high percentage of the population is young. Most people live in small scattered communities and one-third live on reserves. The northern area continues to have a significantly higher population growth than any other region in the province.

Income

Average incomes are significantly lower in the north than in the rest of Saskatchewan, as the graph below indicates.

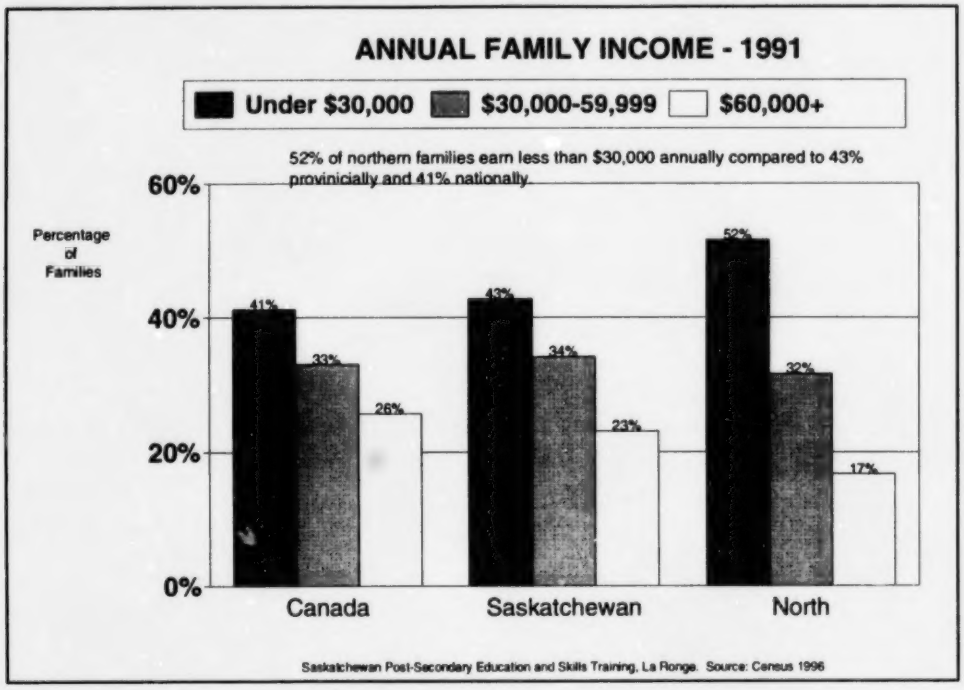


- The average northern family income is $34,904, which is 42% less than the Saskatchewan average family income of $49,483. The above graph illustrates the income gap between the northern population and other people in the province.

- The incidence of low income is 32% in northern Saskatchewan compared to 14% for economic families in the province as a whole. The incidence of low income for all private households including economic families and unattached individuals is 34%, which is almost twice the provincial average of 18%.

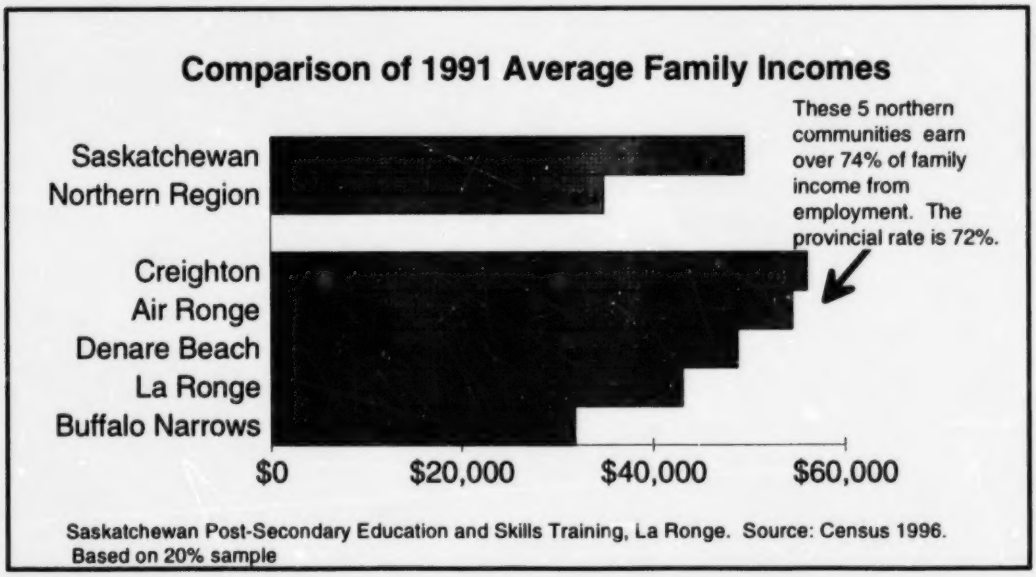
- As the graph below indicates, 52% of northern families had incomes of less than $30,000 compared with 43% for the province and 41% nationally.

- Only 17% had family incomes over $60,000 compared to 23% of families provincially and 26% nationally.



Income by Industry

Incomes vary greatly by industry as depicted in the graph at the beginning of Section 3 of this report. The communities that have historically tended to be mining communities - Air Ronge, La Ronge, Creighton, and Denare Beach - have almost double the family income of other northern communities and even exceed the provincial norms.



Income by Gender

- On average, males and females in full-time occupations in the north earn incomes similar to people in the rest of Saskatchewan.
  - ◊ Males earning their incomes from full-time employment earn $35,000/year, which is the same as their southern full-time counterparts.
  - ◊ Females earning their incomes from full-time employment earn $25,000/year, which is the same as their southern full-time counterparts.
  - ◊ Females throughout the province who earn their incomes from full-time work make only 70% of incomes earned by their male full-time counterparts.
- In the north, however, only 37% of employment are full-time compared to 50% for all persons in the province with employment income. The majority of employment income for both males and females in northern Saskatchewan comes from part-time and seasonal work.
  - ◊ The majority of Saskatchewan and northern Saskatchewan females gain their incomes from part-time employment. 57% of all female workers in the north and 54% of all females in the province are employed in part-time work. On average, northern females in part-time work earn about $1,000 less per year than other Saskatchewan female part-time workers.
  - ◊ 59% of all northern male workers are employed in part-time/seasonal work compared to 40% for the whole province. They, however, earn only $11,362, which is 70% of the average income of other Saskatchewan male part-time workers.
- Females in the north form a smaller proportion of total wage earners than in the province as a whole. Of all people in the north who earn employment income, males make up 58% compared to 54% provincially and nationally.

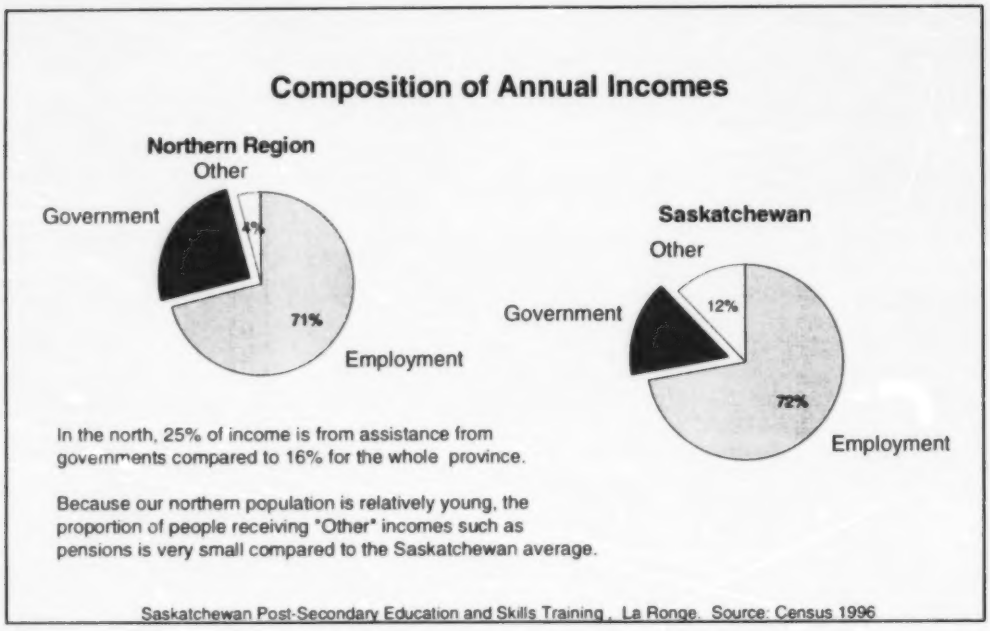
Employment Income by Type of Work and by Gender

Census 1996	North	Saskatchewan	Canada
Total # of persons earning employment income	11,200	520,915	14,996,115
% Working full-time	37%	50%	50%
% Working part-time	58%	46%	47%
# Males earning employment income	6,525	281,780	8,051,900
% Working full-time	37%	56%	56%
% Working part-time	59%	40%	41%
# Females earning employment income	4,680	239,140	6,944,210
% Working full-time	38%	42%	43%
% Working part-time	57%	54%	53%

Income by Composition

- In northern Saskatchewan, 71% of annual income is from employment – similar to the rest of the province.

- However, where Saskatchewan has a high proportion of income from pensions and investments, government assistance programs provide a significant proportion of income in the north. 25% of all incomes is from assistance programs compared to the provincial rate of 16%.


Composition of Annual Incomes
Northern Region
Other
Government
4%
71%
Employment
Saskatchewan
Other
Government
12%
72%
Employment
In the north, 25% of income is from assistance from governments compared to 16% for the whole province.
Because our northern population is relatively young, the proportion of people receiving "Other" incomes such as pensions is very small compared to the Saskatchewan average.
Saskatchewan Post-Secondary Education and Skills Training, La Ronge. Source: Census 1996

Overall, the important points and challenges regarding income are that average incomes are lower in the north, the majority of people earn their employment incomes from part-time and seasonal work, and that incomes for one-quarter of the population come from government assistance programs.

Socio-Economic Conditions

The higher rate of poverty in the northern region creates disadvantages for people in health, education, housing, employment opportunities, and social activities.

- A large number of people are on waiting lists for social housing units. On average, northern people and Aboriginal people live in much more crowded conditions than the general population: 4 people live in each dwelling in the north compared to the provincial average of 2.6.

- A much higher proportion of people in the northern region over the age of 15 has never

married. This is partly due to the fact that the northern region has a higher proportion of youth age 15 to 24 than the general population within the province. 49% of the region's population has never married compared to 30% provincially.

- A significant number of northern households are headed by a single parent. Provincially, the number of lone-parent families makes up 13% of all families compared to 24% in northern Saskatchewan.

- Women head 84% of single-parent families.

- The majority or 63% of northern single parents have two or more children at home. This is in contrast to the province as a whole where the majority (59%) of single parents have only one child.

- The majority (52%) of lone-parents in the northern region *do not* participate in the labour force in contrast to the province as a whole where the majority (65%) of lone-parents *do* participate in the labour force. In northern reserve communities, 57% of lone-parents are not in the labour force.

	Canada	Saskatchewan	Total North	Northern towns	Northern Reserves
Total Population over age 15	22,945,485	761,650	19,050	12,410	6,625
Single, never married	32%	30%	49%	48%	52%
Married, common-law	51%	54%	39%	39%	38%
Separated, divorced, widowed	17%	16%	12%	13%	10%
Number of Census families in private household	7,837,865	260,385	5,100	4,470	2,250
% Married/common law	85%	87%	76%	75%	77%
% Lone-parent families	15%	13%	24%	25%	23%
Average number of persons per household	2.6	2.6	3.9		
Number of Lone Parent Families	1,137,510	34,930	1,630	1,100	510
% with parent in labour force	63%	65%	48%	51%	43%
% with 1 child	59%	55%	37%		
% with 2 or more children	41%	45%	63%		
% with male parent	17%	16%	16%		
% with female parent	83%	84%	84%		

- The rate of tuberculosis is almost 18 times greater than the provincial rate. Crowded housing conditions are a main factor in the spread of the disease.

- Diabetes is an increasing concern in northern Saskatchewan. Research has linked high birth weight to diabetes. In the northern region, 19% of babies are born with high birth weight compared to 13% provincially.

- Teen pregnancies account for 25% of births in the north compared to 10% for the province. Ninety percent of teen mothers are single. In northern Saskatchewan, births in girls age 10 to 14 is 6.3 times the provincial rate, and for 15 to 19-year-old girls is 3.8 times the provincial rate.

- As of December 1998, 7,326 people were on provincial social assistance. This number represents 20% of the northern population. Since an equal number are estimated to receive Federal social assistance funds administered through northern First Nations, this means that 40% of the northern population depend on social assistance. The provincial Department of Social Services statistics show that women are more likely than men to receive social assistance and children make up almost half of recipients. Typically, social assistance maintains families at a level that is less than the poverty level not at the poverty line (*Critical Issues, in Health for Saskatchewan Children).*

- Northern Health Services reports that the northern region has the highest rate of lung cancer in the province. Research has shown that 90% of lung cancers are linked to tobacco: Aboriginal people in Canada have significantly higher smoking and tobacco use than the Canadian average.

- Alcohol-related criminal convictions for the northern region increased by 18% between 1990 and 1995. Convictions include blood alcohol over .08 and impaired driving.

- Injuries and violence causing death are almost 4 times the provincial rate and are the leading causes of deaths in the north. Northern Health Services reports that injuries made up 30% of all deaths compared to 8% for the province as a whole during a 22-year period to 1996.

- The suicide rate in the northern region is about twice the provincial rate.

Overall, the important points and challenges regarding social conditions in the north are that northern families are more often headed by a single parent and families are larger, there are more teen mothers, and children make up half of all welfare recipients. Poverty and cramped housing conditions contribute to physical, emotional, and legal problems.

K-12 Education

- 50 schools are located in 42 northern communities. Students are able to take high school classes in 45% (19) of these 42 northern communities.

  ◊ 54% of children (5,548) attend 28 provincial schools in 25 communities in 3 school divisions across the north. (Sept. 1998)

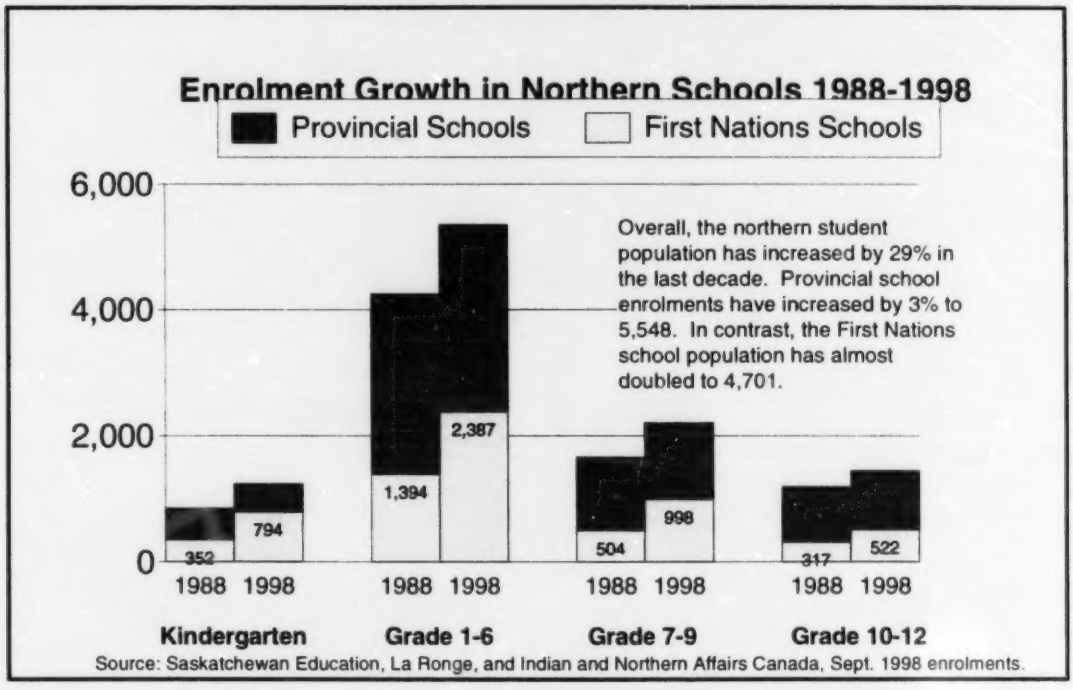
  ◊ 46% of children (4,701) attend 22 First Nations Band schools in 18 communities across the north.

- 85% of students and 24% of teachers in Northern Lights School Division's 26 schools are of

Aboriginal ancestry.

- Provincial schools at Wollaston, Deschambault, Southend, and Sturgeon Landing, with enrolments totalling over 700 students, were transferred to First Nations control since 1990.

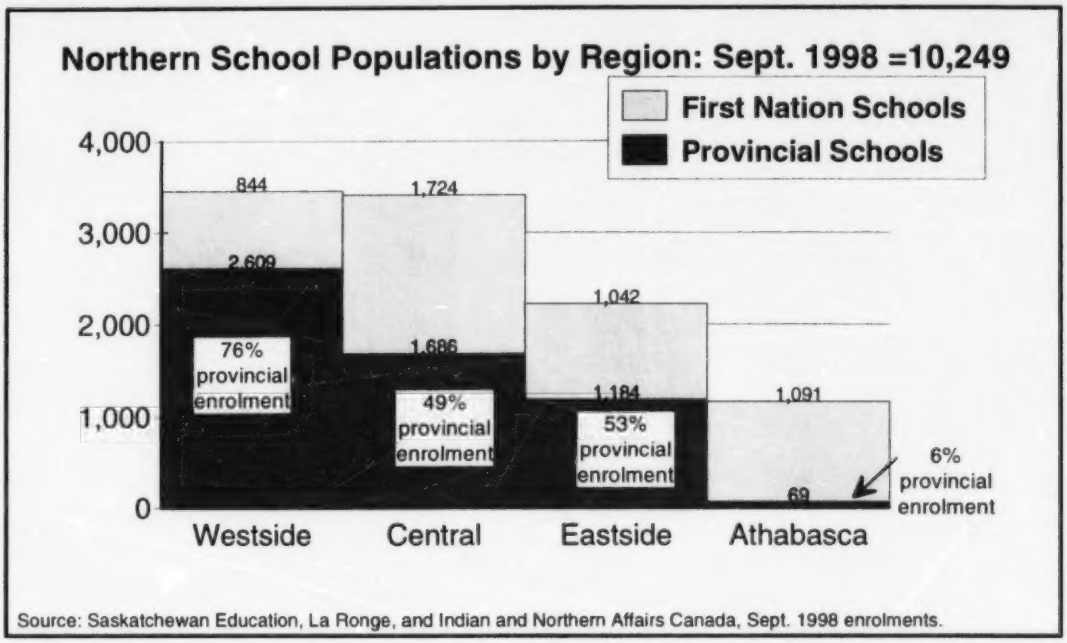
- In contrast to the provincial trend of a decline in student enrolments, schools in the north continue to experience growth trends. In the last decade, the total northern student population increased by 29% as the following graph depicts. Since 1988, provincial enrolments have increased by 3%. First Nations school populations have increased by 83% to 4,701, almost doubled. Some of the First Nations school growth is due in part to the transfer of 4 schools from the provincial system.



- Of the 10, 249 northern school students, 56% are enrolled in Kindergarten to grade 5.

- Two-thirds of children in Kindergarten attend First Nations schools. At the high school level, two-thirds attend provincial schools.

- The number of students attending provincial and First Nations schools differs greatly by northern area. The following chart shows that the western area has the highest provincial school enrolment while the far northern Athabasca area has the highest proportion of enrolments in First Nations schools.

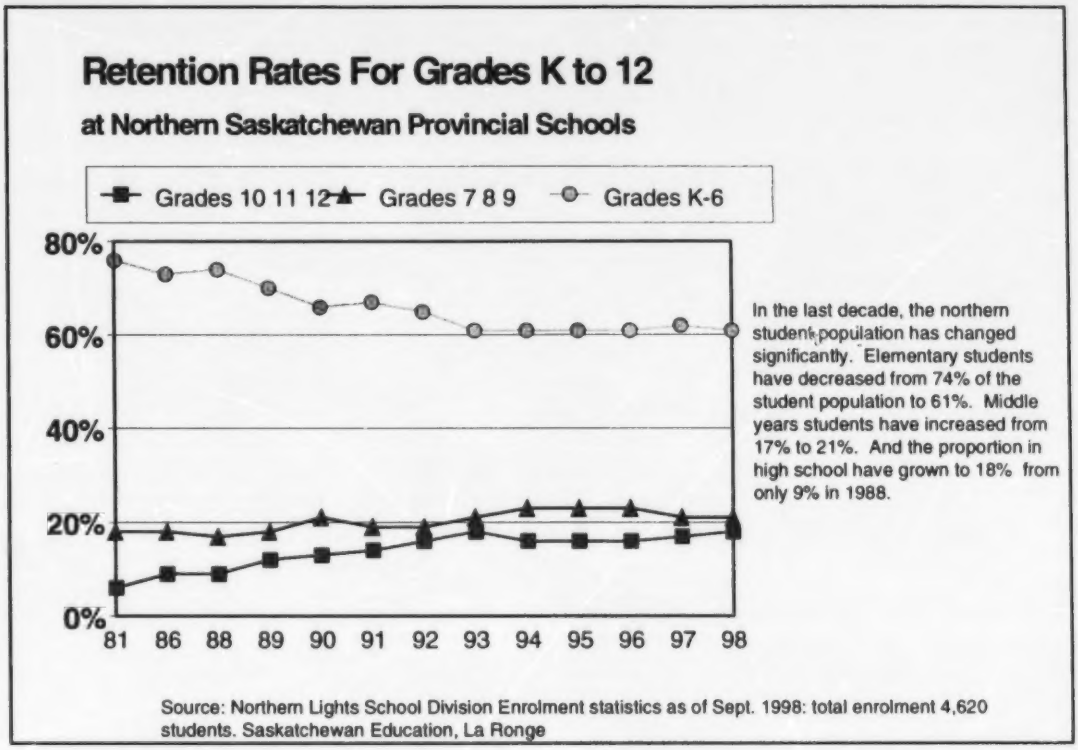


Source: Saskatchewan Education, La Ronge, and Indian and Northern Affairs Canada, Sept. 1998 enrolments.

- The distribution by grade level of the northern student population in provincial schools has changed significantly in the past decade, as the graph below portrays (Northern Lights School Division schools).

  ◊ Elementary students have decreased from 74% of the student population to 61%. The proportion of students in grades 7 to 9 has increased from 17% to 21% and the proportion in high school has increased from 9% to 18%. There are several reasons for the increase in students at higher grade levels including more schools in the north offering high school curriculum and more students staying in school to complete their education.

  ◊ Although the total student population of Northern Lights School Division has only increased by 3% in the last decade, the actual number of students in Kindergarten and elementary grades has declined while the number of students in middle years and in high school has increased. One reason for the decrease in younger students is that more young children are starting school at their First Nations school rather than in the provincial system. Another reason is that the growth rate of the 0 to 4 age group has slowed in the past few years.


Retention Rates For Grades K to 12
at Northern Saskatchewan Provincial Schools
Grades 10 11 12
Grades 7 8 9
Grades K-6
80%
60%
40%
20%
0%
81 86 88 89 90 91 92 93 94 95 96 97 98
In the last decade, the northern student population has changed significantly. Elementary students have decreased from 74% of the student population to 61%. Middle years students have increased from 17% to 21%. And the proportion in high school have grown to 18% from only 9% in 1988.
Source: Northern Lights School Division Enrolment statistics as of Sept. 1998: total enrolment 4,620 students. Saskatchewan Education, La Ronge

- The cost of delivering education in the north is high because of increased heating costs and circumstances created by sparse populations. The cost per pupil in the north is $7,267, 40% higher than the provincial average of $5,131 (Saskatchewan Education 1996).

Overall, the important points and challenges regarding the K-12 school population is that over 80% are of Aboriginal ancestry, more students are attending First Nations schools than 10 years ago, the student population is growing, and more students are staying in school to complete high school.

Post-Secondary Education

- 30% of the northern population over age 15 has an education level under grade 9 compared to 13% provincially, as indicated in the table and graph below based on Census 1996. An education level of grade 9 is often defined as the literacy level.

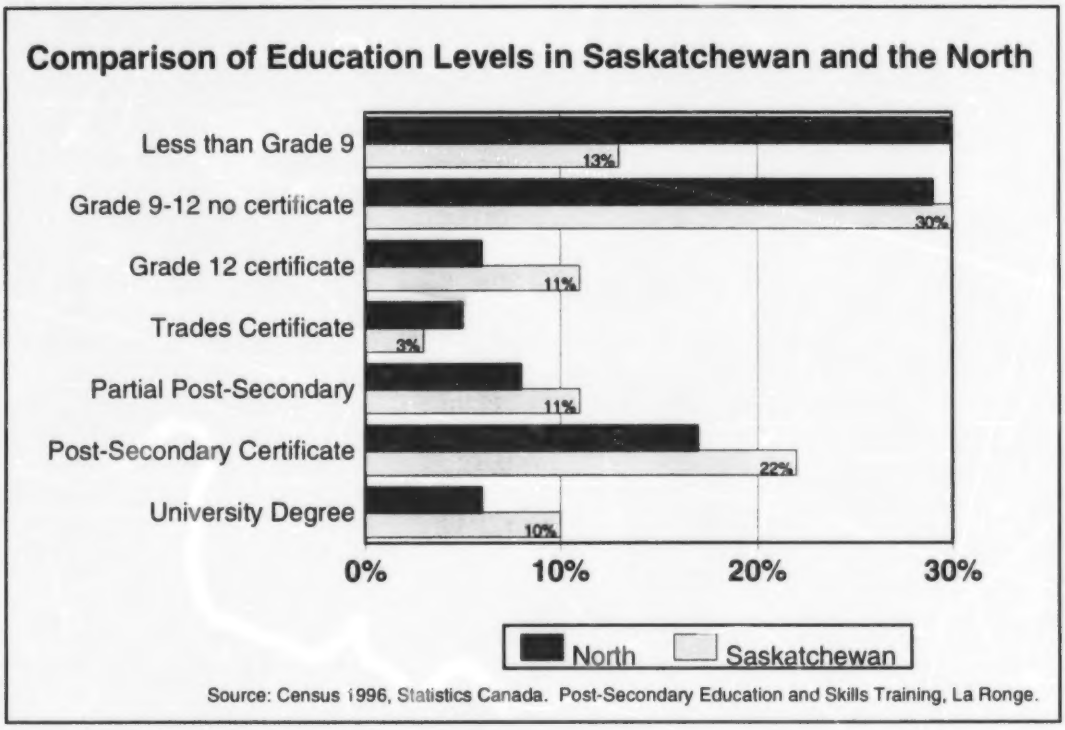
  ◊ Northern municipal communities have 24%of their residents over age 15 with less than a grade 9 education

  ◊ Northern reserve communities have 41% of their residents with less than grade 9.

- The proportion of northerners in all higher education categories is about 5% below the provincial average except in trades certification, where the north is slightly higher than the

provincial average.

Education comparisons For people age 15 and over	1986	% of Adults	1991	% of Adults	1996	% of Adults	% change 91-96	% change 86-96
Less than Grade 9	6,630	43%	5,840	36%	5,650	30%	-3%	-15%
Grade 9-12 no certificate	3,970	26%	3,815	23%	5,435	29%	42%	37%
Grade 12 certificate	595	4%	1,015	6%	1,120	6%	10%	88%
Trades	250	2%	650	4%	960	5%	48%	284%
Partial Post-secondary	1,755	11%	1,415	9%	1,555	8%	10%	-11%
Post-Secondary Certificate	1,550	10%	2,905	18%	3,200	17%	10%	106%
University Degree	750	5%	715	4%	1,110	6%	55%	48%
Total population 15+	15,500	100%	16,355	100%	19,030	100%	16%	23%

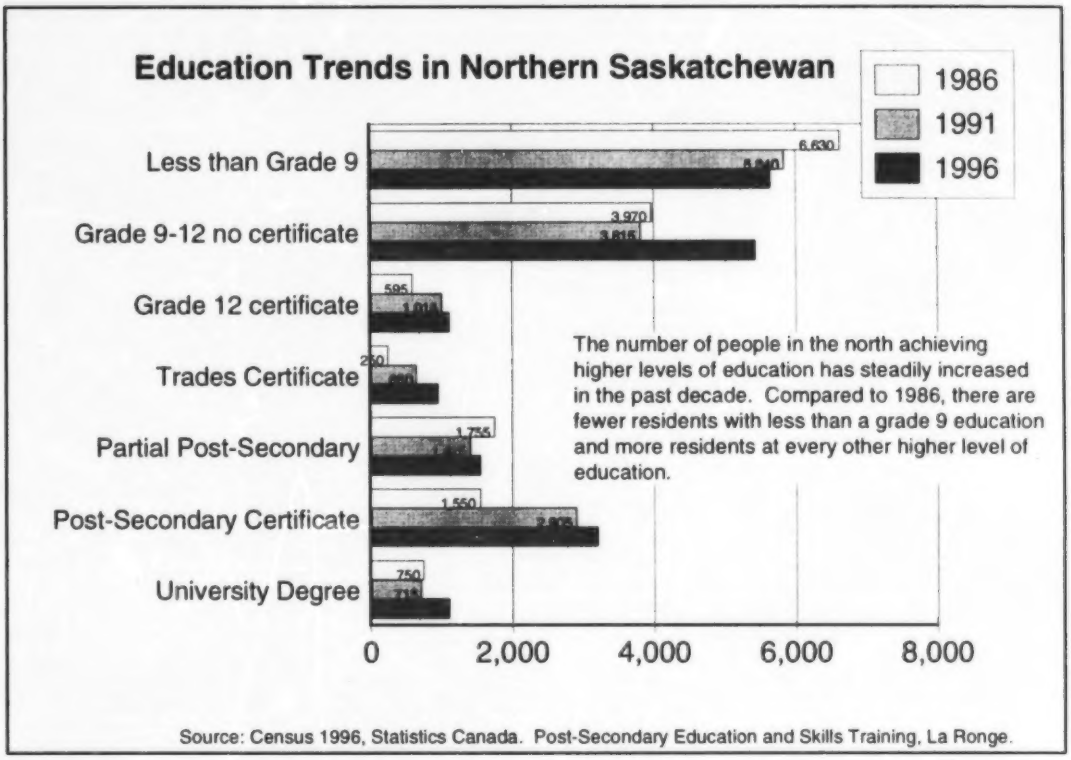


- In the youth population age 15 to 24, 55% in the north are not attending school compared to 42% for the whole province and 35% nationally.

- The education gap between the north and the rest of the province has narrowed over the past 10 years, as depicted by the following graph.

  - ◊ The number of northerners who have less than a grade 9 education has decreased by 15%, indicating that more people are staying in school longer.
  - ◊ The number who have achieved a grade 12 certificate almost doubled in 10 years.
  - ◊ The number with Trades certificates/journey status has tripled.
  - ◊ The number of northerners with a university degree has increased by 48%.

◊ The number holding a post-secondary certificate has doubled while the number with only partial post-secondary education has declined by 11%, indicating that more people are continuing their post-secondary education until certification/degree.



Source: Census 1996, Statistics Canada. Post-Secondary Education and Skills Training, La Ronge.

Overall, important points and challenges are that the north has a much larger proportion of its labour force with low educational attainment and a greater proportion of its youth not attending school. Although there is a steady trend of improvements in education, there exists still a significant gap between the north and the province as a whole.

Labour Force

According to the Department of Health 1998 statistics, there are 20,533 people age 15 to 64 living in the north, forming the potential labour force.

- Two-thirds or 13,601 live in municipalities and one-third or 6,932 live on-reserve.
- These 20,533 labour-force-age northerners form 59% of the total population, slightly less than the average for Saskatchewan (64%) because of the high proportion of young people

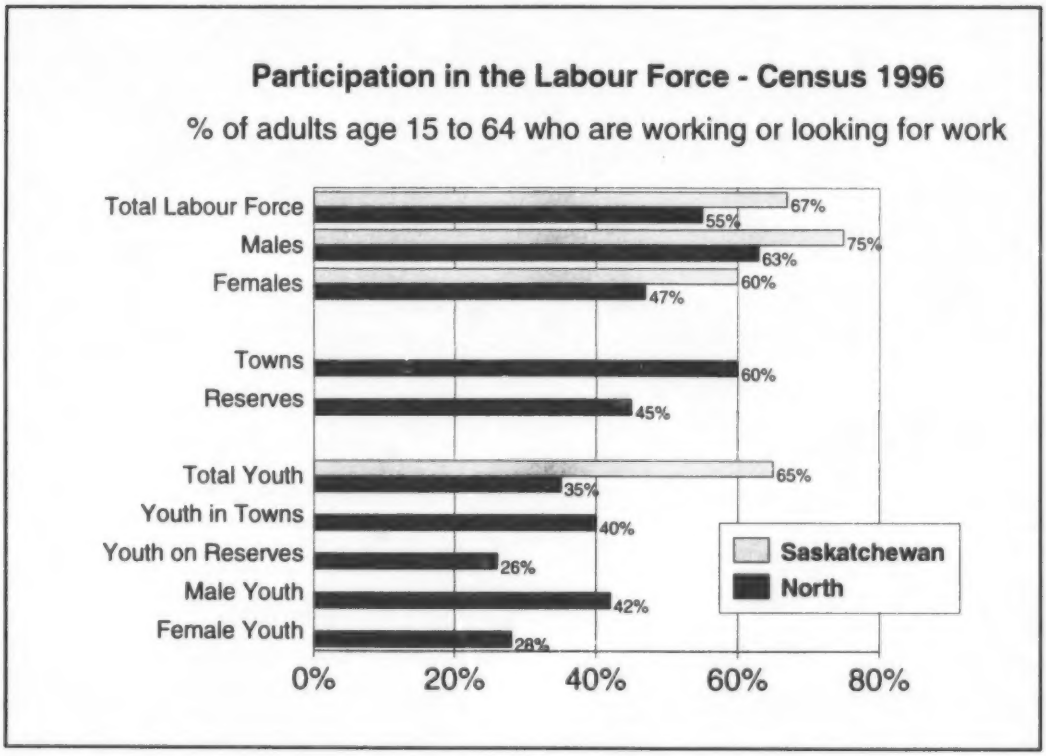
who have not yet entered the labour force.

- The labour force is young - 27% of the municipal labour force and 33% of the on-reserve labour force are under age 25, for a northern average of 29%. Only 23% of the labour force provincially are under age 25. The north also has fewer older workers in the labour force: only 21% of the northern labour force is over age 45 compared to 31% for the whole province.

Labour Force Participation

- Despite the large, young population in the north, only 55% of those aged 15 to 64 are participating in the labour force compared to the provincial participation rate of 67%. The participating labour force is defined as those people age 15 to 64 who are working or looking for work.

- Many northern communities and reserves are geographically isolated and lacking the infrastructures or services which create jobs. A very high proportion of adults has dropped out of the labour force. In northern municipalities, 40%of adults were not in the labour force and in northern reserve communities more than half (55%) of adults were not in the labour force.



Labour Force by Gender

- Northern women tend not to participate as fully in the labour force as their southern counterparts. Only 47% of all northern females age 15-64 participate in the labour force compared to 60% provincially. In the reserve communities, only 37% of females are working or looking for work.

- In contrast, 63% of northern males participate in the labour force compared to a provincial average of 75%. The participation rate for northern men living on-reserve is 53%.

- Among single-parents (the majority of whom are women) only half are working or looking for work, compared to two-thirds of their southern counterparts.

Youth in the Labour Force

- In sharp contrast to other Saskatchewan youth, 65% of northern youth have dropped out of the labour force or have never entered the labour force compared to 35% of youth provincially. According to Census 1996, 5,340 northerners are age 15 to 24, forming 29% of the potential labour force: however, only 1,870 or 35% are participating in the labour force.

- Northern youth living on-reserve are less likely to be working or looking for work than those living in municipalities where more employment opportunities exist, particularly in retail and service industries. 40% of youth in towns participate in the labour force while only 26% of youth on-reserve are working or looking for work.

- There is also a significant difference in employment habits of young women compared to young men. Only 28% of young women in the north are working or looking for work compared to 42% of young men. One reason is that young women in the north tend to have children at a younger age and are staying home to raise them. Another reason is that more young women than men in the north are enrolled in post-secondary training. Females outnumber male enrolments in both Northlands College and NORTEP.

Unemployment

- The unemployment rate is defined as the percentage of people who are participating in the labour force but are unable to find work. The average unemployment rate in the north is 20% compared to 7% provincially and 10% nationally. The unemployment rate is much higher on northern reserves than in northern municipalities. On average, northern municipalities have 16% unemployment whereas northern reserves have 30% unemployment.

- Across the province, unemployment among youth age 15-24 is much higher than in older age groups. Youth often lack the work experience and the education to qualify for many jobs. Although Saskatchewan youth on average participate in the labour force equally with older workers, their rate of unemployment is 14%, which is twice as high as for older workers.

- In the northern region, youth face 32% unemployment compared to an unemployment rate

of 14% provincially. Overall in the north, only one-third of youth are working or looking for work and, of this small number, one-third are unemployed.

Labour Force by Industry

- Only 4 communities have participation and unemployment rates similar to the provincial averages: Air Ronge, La Ronge, Creighton, and Denare Beach. These 4 communities are regional service centres for the north and, as a result, have a higher percentage of employment in retail and service industries than other northern communities. As well, these are traditionally centres for mining and provincial government administration in the north.

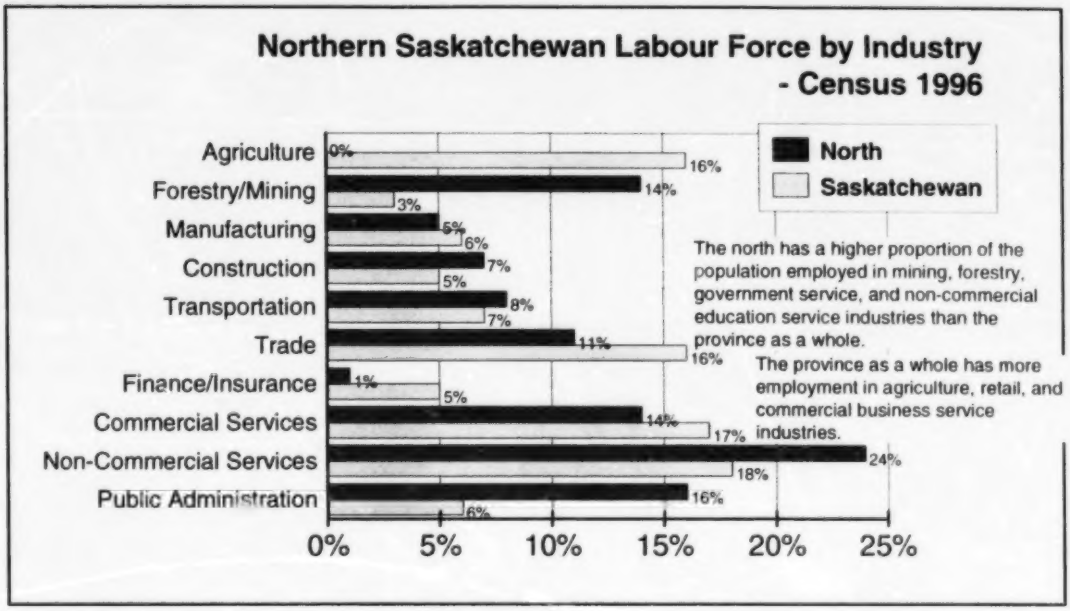
- The graph below shows that most workers in the north are employed in the service industries, public administration, and forestry and mining. These sectors account for over two-thirds of the employed northerners.

- The north has a higher proportion of the population employed in mining, forestry, government service, and non-commercial education service industries than the province as a whole. The province as a whole has more employment in agriculture, retail, and commercial business service industries.

  ◊ The service industry in the north and in the province as a whole account for one-third of all employment. The north, however, has a higher proportion of the population employed in non-commercial services such as health and education, while the province as a whole has more employment in the commercial category such as business, accommodation and food industries.

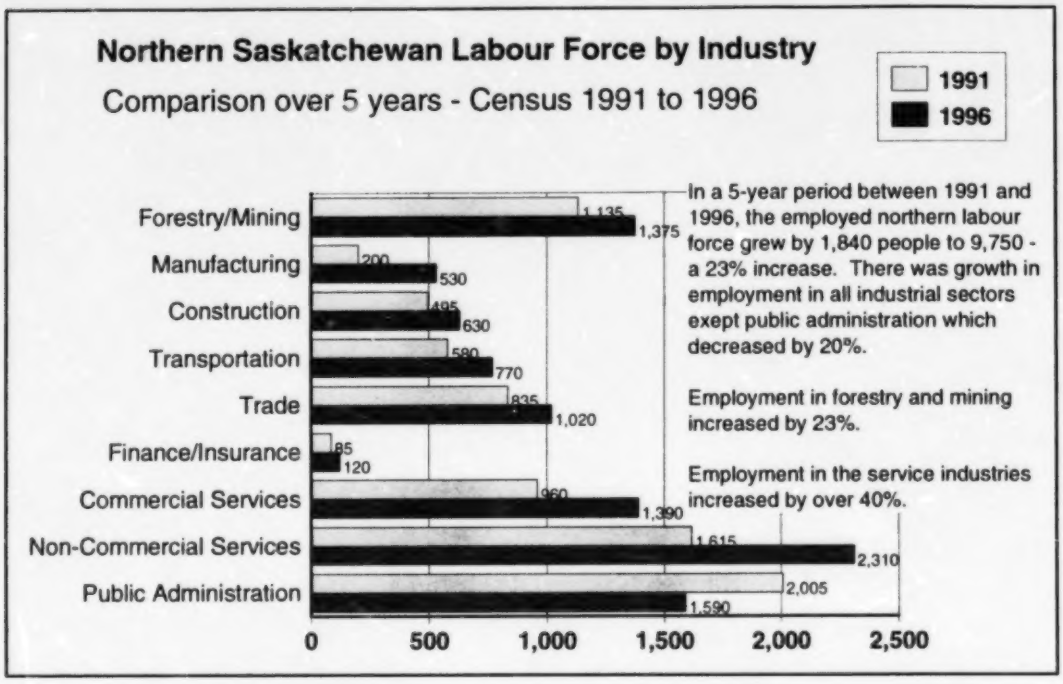
  ◊ Government service (federal, provincial, municipal, aboriginal services) employs 16% of the workforce compared to 6% provincially.

  ◊ Forestry/mining industries are the third largest sector, providing 14% of the workforce with employment in mining, forestry, fishing and trapping compared to 3% in the province as a whole.



Labour Force Growth

- In a 5-year period between 1991 and 1996, the population age 15 and older in the north grew by 16% to 19,035 (Census 1991,1996). The number of people in this age group who are participating in the labour force by working or looking for work increased by 22% to 10,445.
- In this same 5-year period, the employed northern labour force grew by 1,840 people to 9,750 – an increase of 23%.
  - ◊ All industries in the north experienced employment growth except public administration, which decreased by 20%.
  - ◊ Employment in forestry and mining increased by 23%. Growth is expected to continue in this sector for the next few years.
  - ◊ Employment in the service industries increased by 40%.
- Compared to 1991, Census 1996 shows that there has been an increase in participation in the labour force of 2.4%, an increase in employment rates of 3.2%, and a decrease in the unemployment rate of 1.7%.



Overall, northern industries are growing and diversifying. Over the next decade, Aboriginal youth will continue to comprise a significant proportion of the northern labour force. The northern economy has managed to absorb new entrants into the job market at better rates of employment and participation than in 1991, so that the trend in the north is towards an improvement in the employability and labour market successes of its residents.

Summary of Demographic Points and Challenges

In summary, many northern families manage on low incomes or incomes below the poverty line. Families are more often headed by a single parent than in the general population and families are larger. A large proportion of northern adults lack the minimum education to gain employment. The majority of employment for males and females is part-time/seasonal work where they earn significantly less than the average provincial incomes. A large number of the population does not participate in the labour force at all and instead receives federal and provincial social assistance. Poverty and cramped living conditions contribute to physical and mental health, social, and legal problems. Income, consequently, is a major factor in determining the overall well-being of families and children.

Youth in the northern region are at a greater disadvantage than youth in other areas of the province. On average, northern schools have higher drop-out rates. A much higher percentage of girls in the

north become teen mothers. Fewer youth age 15 to 24 are attending school than the provincial and national averages. Two-thirds of northern youth have dropped out of the labour force or have never entered the labour force. The one-third of northern youth who are participating in the labour force face 32% unemployment compared to a Saskatchewan youth unemployment rate of 14%.

Positive changes are happening in the north, despite barriers of poverty, unemployment, and low educational attainment. More young people are staying in school longer and achieving their grade 12 diplomas. The education gap between northern adults and provincial averages is shrinking slowly as more northern adults achieve post-secondary certification in trades, college, and university programs. The northern economy is growing along with the growing labour force and industries have been able to absorb new entrants into employment.

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Saskatchewan Environment and Resource Management, Fish and Wildlife Branches, Prince Albert and Regina
Saskatchewan Municipal Affairs, Culture and Housing, Prince Albert
Saskatchewan Northern Affairs, La Ronge
Saskatchewan Post-Secondary Education and Skills Training, Regional Services Branch Northern Office

Appendix 3: Northern Labour Market Committee

Mineral Sector Steering Committee (1991)
Maximizes northern employment opportunities and supports northern business ventures for the mineral sector. Oversees the Multi-Party Training Plan. Chaired by Claude Resources Inc.

Northern Apprenticeship Committee (1993)
Increases the number of, and opportunities for, northern tradesworkers in all sectors. Chaired by Jim Brady Development Corp. and Provincial Apprenticeship Board

Forestry Training Committee (1994)
Maximizes northern employment opportunities and economic opportunities in the forestry sector and co-ordinates Forestry Training Initiatives. Chaired by SIAST Woodland Campus and Forestry Industry.

Education and Training Subcommittee (1996)
Facilitates a collaborative approach in the provision of education and training in the north. Chaired by Ile a la Crosse School Division and Post-Secondary Education and Skills Training.

Gary Tinker Federation Subcommittee (1997)
Makes long-term improvements in the lives of northern disabled people through a collaborative approach in the provision of post-secondary education and employment opportunities. Chaired by Gary Tinker Federation Board Member

Career Services Sub-Committee (1997)
Expands career services and develops and communicates labour market information to northern Saskatchewan. Chaired by NRIII Metis Pathways Board

Northern Health Training and Employment Sub-committee (1999) Facilitates a collaborative approach to the development and implementation of a strategy for training and employment in health professions. Chaired by: (to be determined)

Regional Training Councils
Identifies and assesses emerging labour market and training needs of the regions and gives advice to NLMC
Athabasca Economic Development & Training Corp. (1986) - Chaired by Hamlet of Stony Rapids
Clearwater Regional Training Council (1993) - Chaired by Village of LaLoche
Northeast Training Council (1997)- Chaired by Northeast Economic Development Association
Northwest Training Council (1998) -Chaired by northwest mayors

Northern Labour Market Committee (1983)

Identifies and assesses emerging labour market and economic development issues and initiates actions which will enable northerners to benefit from activities in their region.

Three co-chairs represented by: 1) First Nations/Metis agencies alternating; 2) industry/training institutes alternating; and 3) Provincial Government Office of Northern Affairs

Administration & Operations Subcommittee
Sets the working direction of the NLMC. Is involved in proactive and strategic planning of initiatives to ensure the NLMC attains its mission and optimizes the expertise and resources of its members.

December 8, 1999

Northern Labour Market Committee and Interested Parties –June 2000

Agency	Name		Title	Community
K-12 Education Agencies				
Creighton School Division #111	Gerein	Austin	Director	Creighton
Ile A La Crosse School Division	Duffee	Bill	Director	Melfort
Northern Lights School Division	Pilz	Ralph	Director	La Ronge
Post-Secondary Education And Training Agencies				
Dumont Technical Institute	Wilson	Lisa	Principal	Saskatoon
Jim Brady Development Corp.	Fraser	Michelle	Director	La Ronge
Jim Brady Development Corp.	Rivard	Al	Board Chairman	La Ronge
Lac La Ronge Indian Band	Christiansen	Gladys	Director Of Ed.	La Ronge
Meadow Lake Tribal Council	Laliberte	Christine	Dir.Ec. Dev.& Train	Meadow Lake
Methy Metis Pathways Board	Chartier	Philip	Chairperson	Buffalo Narrows
Methy Metis Pathways Board	Laliberte	Bev	Manager	Buffalo Narrows
Metis Employment & Training Of Sask. Inc.	Bembridge	Martin	Resource Officer	Saskatoon
Nortep/Norpac	Fleury	Elie	Executive Director	La Ronge
Northcote Metis Development Corp.	Cheechoo	Bobby	Manager	Cumberland House
Northlands College	D'amour	Denise	Dir. Of Program Mgmt	Air Ronge
Northlands College	Gardiner	Louis	Board Chairperson	Ile A La Crosse
Northlands College	Mayotte	Peter	Forestry Coordinator	La Ronge
Northlands College	McLaughlin	Bill	Ceo	Air Ronge
Nr3 Metis Development Board	Bouvier	Velma	Director	Beauval
Provincial Apprenticeship Board	Pellerin	George A.	Chairperson	Regina
Sask. Indian Institute Of Technologies	Poncelet	Guy	Program Coordinator	Saskatoon
Saskatchewan Indian Federated College	Beal	Carl	A/Director Dental	Regina
Saskatchewan Indian Federated College	Sanderson	Esther	Dean Northern Campus	Prince Albert
Siast, Kelsey Campus	Achleitner	Peter	Dean Of Industrial	Saskatoon
Siast, Woodland Campus	Bieker	Keith	Forestry Coordinator	Prince Albert
Siast, Woodland Campus	Erikson	Les	Trng Consultant	Prince Albert
Siast, Woodland Campus	Fladager	Larry	Campus Director	Prince Albert
Siast, Woodland Campus	MacLennan	Danny	Training Consultant	Prince Albert
Siast, Woodland Campus	Maier	Bryan	Training Consultant	Prince Albert
Woodland Cree Enterprise	Miller	Yolanda	Program Manager	La Ronge
Economic Development/Labour Market Agencies				
Athabasca Economic Dev. & Training Corp.	Gay	Geoff	Project Coordinator	Wollaston Lake
Beaver River Community Futures Corporation	MacLeod	Ross	Chairperson	Buffalo Narrows
Clearwater Credo	Janvier	Peter	Coordinator	La Loche
Clearwater Training Council	Gailey	Doug	Administrator	La Loche
Dazi Credo	Hansen	Norm	Coordinator	Buffalo Narrows
La Ronge/Air Ronge Credo	Pratt	Angus	Coordinator	La Ronge
Northeast Economic Development Association	Bassett	Jamie	Coorindator	Christopher Lake
Northwest Training Council	Laliberte	Ray	Mayor	Buffalo Narrows
Prince Albert Grand Council	Deranger	Don	Training Coord.	Prince Albert
Three Rivers Credo	Morin	Darcy	Business Officer	Ile A La Crosse
Visions North	Heppner	Vicki	General Manager	La Ronge
Federal Government Agencies				
Human Resources Development Canada	Dalzell	John	Labour Mrkt Analyst	Saskatoon
Human Resources Development Canada	Weighill	Kevin	Dir. North. Sask.	Saskatoon
Human Resources Development Canada	Witkowski	Jock	Northern Manager	Prince Albert
Indian And Northern Affairs Canada	Brothen	Randy	Intergov Officer	Regina
Skills Canada, Saskatchewan	Coneghan	Dara	Coordinator	Regina
Municipal/Aboriginal Agencies				
Lac La Ronge Indian Band	McLeod	Doug	Executive Director	La Ronge
Meadow Lake Tribal Council	Campbell	Elmer	Chief	Dillon
Metis Nation Of Saskatchewan	Hamilton	Murray	Vice President	Saskatoon
New North	Morin	Max J.	Co-Chair	Prince Albert

Agency	Name		Title	Community
Northeast Municipalities Association	Boychuk	Wilfred	Mayor	Creighton
Provincial Government Agencies				
Apprenticeship & Trade Certification Commission	Van Meppelen	Bill	Apprent Consultant	La Ronge
Apprenticeship & Trade Certification Commission	Douglas	Al	Assist. Director	Regina
Economic And Cooperative Development	McQuinn	David	Policy Analyst	Regina
Energy And Mines	Fredericks	Jay	Policy Analyst	Regina
Intergovernmental & Aboriginal Affairs	Young	Donavon	Exec. Director	Regina
Municipal Affairs, Culture & Housing	Wolch	Fred	Manager, Housing Br.	Prince Albert
Northern Affairs	Campbell	Alex	Deputy Minister	La Ronge
Northern Affairs	Fietz Ray	Ina	A/Exec Director	La Ronge
Northern Mines Monitoring Secretariat	Liskowich	Mark	Manager	La Ronge
Post-Secondary Education & Skills Training	Cook	Earl	Regional Director	La Ronge
Post-Secondary Education & Skills Training	Derby	Bill	Manager,Commun. Br.	Regina
Post-Secondary Education & Skills Training	Ludwig	Jim	Institution Liaison	Prince Albert
Post-Secondary Education & Skills Training	MacLean	Barb	Exec Dir, Rsb	Regina
Sask. Environment And Resource Management	Allen	Dianne	Irm Manager	La Ronge
Saskatchewan Education	McKenzie	Glenn	Regional Dir.	La Ronge
Saskatchewan Highways And Transportation	Armstrong	Stu	Executive Director	Prince Albert
Saskatchewan Labour	Boyd	John	Director Planning	Regina
Personal And Business Services				
Gary Tinker Federation	Ward	George	Coordinator	La Ronge
Keewatin Career Development Corp.	Johns	Randy	Coordinator	La Ronge
Keewatin Yathe Health District	Gardiner	Napoleon	Ceo	Buffalo Narrows
Mamawetan Churchill River Health District	Hatlevik	Norm	Ceo	La Ronge
Missinipe Broadcasting Corp.	Ballantyne	Marty	General Manager	La Ronge
Missinipe Youth Foundation	Olsen	Amanda	Youth Representative	Air Ronge
Sask. Labour Force Development Board	Stone	Janis	Executive Director	Regina
Private Industry Agencies				
Aurora Communciations	Gracie	Gil	Manager	Air Ronge
Bear Consulting And Training	Bear	Lyle	Manager	Prince Albert
Cameco Corporation	Ewing	Julia	Northern Manager	La Ronge
Cameco Corporation	McIntyre	Jamie	Manager Of Training	Saskatoon
Carrier Provincial Wood Products	Hislop	Mark	Consultant	Prince Albert
Cigar Lake Mining Corportion	Tosney	John	President	Saskatoon
Claude Resources Inc.	Povhe	John	Operation Controller	Saskatoon
Clearwater Forest Products	Ballantyne	Brian	Consultant	Meadow Lake
C-M Consulting	Gitzel	Clare	Consultant	Saskatoon
Cogema Resources Inc.	Onyskevitch	Morris	Manager	La Ronge
Cogema Resources Inc.	Whitehawk	Joe	Community Relations	Buffalo Narrows
Green Lake Metis Wood Products	Roy	Kelvin	Manager	Green Lake
Hudson Bay Mining And Smelting	Nisbet	Don	Human Resources	Flin Flon
Kitsaki Management Limited Partnership	McKay	Ray	Manager	La Ronge
Mistik Management	Martin	Al	Operations Manager	Meadow Lake
Northern Resource Trucking	Olyowsky	Roger	Manager	La Ronge
Northwest Communities Wood Products	Sanderson	Rick	Manager	Beauval
Peter Ballantyne Cree Nation	Morin	Trevor	Forestry Coord	Prince Albert
Prince Albert Grand Council	Heibert	Dwayne	Forestry Coordinator	Prince Albert
Sakitawak Development Corporation	Desjarlais	Wendel	Manager	Ile A La Crosse
Saskatchewan Construction Association	McLachlan	Manley	Exec, Director	Regina
Snake Lake Construction	Rediron	Rene	Ceo	La Ronge
Tron Power Inc.	Hounsell	Dwayne	Consultant	Saskatoon
Wapawekka Lumber	Orynik	Roman	Human Resources	Prince Albert
Weyerhaeuser Sk. Ltd.	Reed	Scott	Human Resources	Hudson Bay
Weyerhaeuser Sk. Ltd.	Smith	Steve	Timberlands	Prince Albert
Woodland Cree Resources	Henderson	Nolan	Forestry Coordinator	Montreal Lake